

**BEFORE THE PUBLIC UTILITIES COMMISSION
OF THE STATE OF HAWAI'I**

In the Matter of the Application of)
)
HAWAI'I ELECTRIC LIGHT COMPANY, INC.)
)
)
For Approval of General Rate Case and)
Revised Rate Schedules and Rules)
_____)

Docket No. 2015-0170

**HAWAI'I ELECTRIC LIGHT COMPANY, INC.
2016 TEST YEAR**

**DIRECT TESTIMONIES
AND EXHIBITS**

Book 5

PUBLIC UTILITIES
COMMISSION

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FILED

TESTIMONY OF
LIUONE FAAGAI

GENERAL MANAGER
HUMAN RESOURCES
HAWAIIAN ELECTRIC COMPANY, INC.

Subject: A&G Expense - Employee Benefits
Total Compensation

EXECUTIVE SUMMARY

A&G Expense - Employee Benefits Total Compensation

- Hawai‘i Electric Light Company, Inc. (“Hawai‘i Electric Light” or the “Company”) offers a comprehensive and competitive compensation package designed to attract and retain the employees necessary to provide safe, reliable electric service and to transition the Company’s electric system to a modernized system with a reduced reliance on fossil fuels. Employee retention is a critical consideration in designing the compensation package since the Company invests significant resources training and developing utility workers.
- A current collective bargaining agreement (“CBA”) with the International Brotherhood of Electrical Workers Local 1260 (“IBEW”) was implemented effective July 1, 2013 for union employees. Changes in benefits from the agreement are expected to contain or reduce the cost of benefits for all employees over time, yet still maintain a balanced compensation package that will attract and retain a skilled workforce.
- Hawai‘i Electric Light’s “Total Compensation” package consists of two integrated elements: (1) cash compensation and (2) a package of benefits for health, retirement and insurance. The Total Compensation package reflects the location where Hawai‘i Electric Light employees work, the type of work performed, and the proper incentives to keep the Company’s workforce safe, healthy and productive.
- The Company evaluated the competitiveness of its Total Compensation package by performing a 2015 Cash Compensation Study, and a 2016 Benefits Evaluation Study. The studies, as well as additional evaluations of the Company’s pension and health and welfare benefits performed independently, concluded that the Company’s cash

compensation is non-competitive with the market, and benefits are competitive with the market, and peer companies.

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INTRODUCTION

Q. Please state your name and business address.

A. My name is Liuone Faagai and my business address is 220 South King Street, Suite 1710, Honolulu, Hawai'i, 96813.

Q. By whom are you employed and in what capacity?

A. I am employed by Hawaiian Electric Company, Inc. ("Hawaiian Electric") as the General Manager, Human Resources.

Q. Please summarize your educational background and work experience.

A. HELCO-1200 provides my educational background and work experience.

Q. What are your areas of responsibility in this rate case?

A. I am responsible for covering Hawai'i Electric Light Company, Inc.'s ("Hawai'i Electric Light" or the Company) 2016 test year estimate of increase for wages and salaries. I will also cover employee benefits expenses (account 926) which are included in the total Administrative and General ("A&G") expenses, discussed by Mr. Paul Franklin in HELCO T-11.

Q. What key events have occurred since the last time Hawai'i Electric Light filed testimony on the subject of employee benefits and wages, in HELCO T-12 in Docket No. 2012-0099?

A. Since the last time Hawai'i Electric Light filed testimony, a new collective bargaining agreement ("CBA") with the International Brotherhood of Electrical Workers Local 1260 ("IBEW") was implemented effective July 1, 2013. The agreement now includes a benefit agreement ("Benefit Agreement"), as further

1 explained in this testimony.¹ With over 66 percent of Hawai'i Electric Light
2 employees represented by a labor union, the collective bargaining process plays a
3 significant role in both the total compensation and individual benefit plans offered to
4 employees.

5 Q. What has been the general nature and impact resulting from the CBA and Benefit
6 Agreement?

7 A. For union-represented employees, benefit plan provisions are an integral component
8 of the overall labor contract between the union and the Company. The areas of
9 medical care and retirement income benefits represented a significant part of the
10 CBA negotiations. At the time, rising health care costs were a primary concern and
11 the parties acknowledged that the health care cost trend and existing pension plan
12 design were not sustainable. Negotiations resulted in the following key changes to
13 the CBA: (1) a five-year contract period as compared to the previous three-year
14 period; (2) a consolidated CBA (covering all three Companies, Hawaiian Electric,
15 Hawai'i Electric Light and Maui Electric) which includes the Benefit Agreement; (3)
16 a percentage based schedule for the employee health and welfare program
17 contributions, compared to a fixed dollar contribution, and (4) a 10 percent reduction
18 in the wage schedule for new office and clerical employees hired after November 5,
19 2012. With respect to employee health and welfare program contributions, rising
20 healthcare cost and volatility of the utilization makes it difficult for the Company to
21 determine a fixed contribution that is appropriate and fair. The percentage based

¹ See Exhibit HELCO-1218, 2013-2018 CBA.

1 schedule requires employees to contribute to a percentage of the increase (or
2 decrease) of the premium cost, creating a partnership between the Company and the
3 employees to manage healthcare utilization and costs. The changes I described
4 above are expected to continue to contain or reduce the cost of benefits over time,
5 yet still maintain a balanced compensation package that will attract and retain a
6 skilled workforce. The extended period of the CBA provides cost certainty over a
7 longer period for both employees and the Company, and the estimated cost impact of
8 the Benefit Agreement is further discussed in this testimony under the section “Cost
9 Control Measures.”

10 Q. Why are management employees affected by the CBA and Benefit Agreement?

11 A. The Company considers labor market changes, which include the negotiated general
12 wage increase and benefits for union employees, to establish the merit salary
13 increase and benefits for its non-union management employees. Although there are
14 differences in the respective labor markets, in determining compensation for
15 bargaining unit and management employees, the Company balances the issues of pay
16 equity (relative pay across positions), pay compression (pay differential between
17 supervisors and employees), recruitment, retention, and cost containment. The
18 approach to determine management employees’ merit salary increase is discussed in
19 further detail in the section on “Total Compensation.”

20 Q. What is the term of the current CBA and Benefit Agreement?

A. The new CBA replaced the bargaining agreement that would have expired on October 31, 2013. The new agreement went into effect on July 1, 2013 and terminates on October 31, 2018.

SUMMARY OF BENEFITS ESTIMATED COSTS

Q. What is Hawai'i Electric Light's 2016 test year estimate for benefits?

A. Table 12-1 summarizes the 2016 test year estimate by benefits program area (totals may not tie exactly due to rounding):

Table 12-1

A&G Expenses – Employee Benefits

Category	2016 Test Year Estimate (\$ 000's)
Employee Pensions and Benefits (account 926000)	
Qualified Pension Plan	\$11,995
Non-Qualified Pension Plans	0
Other Postretirement Benefits	(309)
Defined Contribution Plan Benefit	207
Other Benefits/Administration	(5)
Total Labor	41
Total Employee Pensions and Benefits	\$11,929
Employee Benefits - Flex Credits (account 926010)	
Flex Credit Less Prices	\$506
Employee Contribution	(1,206)
HMSA Early Termination Fee	48
Group Medical Plan	3,868
Group Dental Plan	296
Group Vision Plan	57
Group Life Insurance Plan	65
Long-Term Disability	46
Group Long-Term Care	24
Total Employee Benefits – Flex Credits	\$3,703

Employee Benefits Transfer (account 926020)	<u>\$(7,416)</u>
Employee Benefits Charged to O&M	<u>\$8,217</u>

(Details for direct labor are provided in HELCO-1215. Details for direct non-labor are provided in HELCO-1223.)

Q. What adjustments were made to the 2016 operating budget to derive the 2016 test year estimate for employee benefit cost?

A. A total of -\$1,345,000 in budget, normalization and ratemaking adjustments were made to the 2016 operating budget to derive the 2016 test year estimate. The adjustments included removal of \$723,000 to reflect the most current estimates of Net Periodic Pension Costs ("NPPC"), removal of \$889,000 for other benefits costs, and normalization of \$174,000 for Flex and health and welfare benefits.

Q. How do employee benefit costs charged to operations and maintenance ("O&M") expenses for the 2016 test year compare to the 2015 recorded amount?

A. In total, benefits expenses are higher by \$2,077,000 over 2015 recorded amounts as shown in Table 12-2 below (totals may not tie due to rounding). The primary drivers of the increase are: (1) an increase of almost \$6,000,000 in the pension benefit costs, (2) a slight increase of \$168,000, or less than 5 percent over 2015 recorded costs, for health and welfare benefits, and (3) a decrease in transfer to capital of \$3,400,000.²

² See HELCO WP-1506

Table 12-2

Benefits Expense 2015 Recorded Costs to 2016 Test Year Estimate Variances

Benefit Category	2015 Recorded to 2016 Test Year Variance (\$ 000's)
Employee Pensions and Benefits (account 926000)	
Net Periodic Pension Plan	\$3,043
Pension Regulatory Asset Amortization	3,523
Other Postretirement Benefits	(684)
Other (Benefits/Administration/Labor)	106
Total (account 926000)	\$5,987
Employee Benefits- Flex Credits (account 926010)	168
Employee Benefits Transfer (account 926020)	(4,079)
Employee Benefits Charged to O&M	\$2,077

The pension cost increases are driven by an increase in pension service costs and projected benefit obligations, offset by an increase in returns on pension assets (discussed further by Mr. Leonard Smothermon in HELCO T-13, Pension), and an increase in the pension regulatory asset (discussed further by Mr. Paul Franklin in HELCO T-11, Accounting for Pension and Postretirement Benefits Other than Pensions). The Employee Benefits-Flex Credits increases are driven by an increase in group medical plan costs, offset by decreases in group life insurance costs (discussed further by Mr. Malcom Tajiri in HELCO T-14, Group Medical, Prescription Drug, Dental, Vision, Life and Long-Term Disability Insurance Employee Benefits). As discussed further in this testimony and in HELCO T-13 and HELCO T-14, the Company's employee benefit plans are a critical component of its total compensation and are comparable with other market and peer companies.

Q. What account does Hawai'i Electric Light use to record employee benefit expense?

1 A. Employee benefit expenses are recorded in account no. 926000, employee pension
2 and benefits, and account no. 926010, employee benefits - Flex Credits.

3 Q. Are all employee benefit costs charged to O&M expense?

4 A. No. Employee benefit costs charged to O&M expense are the net amount resulting
5 from the total cost of employee benefits (account no. 926000 and account no.
6 926010), less the amount transferred to construction and to other accounts (account
7 no. 926020). The amount transferred to construction and to other accounts is
8 explained by Mr. Paul Franklin in HELCO T-11.

9 TOTAL COMPENSATION

10 Q. Please describe Hawai'i Electric Light's approach to compensating its workforce.

11 A. Hawai'i Electric Light offers a comprehensive and competitive compensation
12 package designed to attract and retain the employees necessary to provide safe and
13 reliable electric service and to transition the Company's electric system to a
14 modernized system with reduced reliance on fossil fuels. Employee recruitment and
15 retention are critical considerations in designing the total compensation package
16 since the Company invests significant resources training and developing its
17 workforce.

18 Hawai'i Electric Light's "Total Compensation" package consists of two
19 integrated elements: (1) cash compensation and (2) a package of benefits for health,
20 retirement and insurance. The Total Compensation package reflects the location
21 where Hawai'i Electric Light employees work, the type of work performed, and the
22 proper incentives to keep the Company's workforce safe, healthy and productive.

1 The Company regularly reviews the individual components of its Total
2 Compensation package and makes adjustments to keep the overall package relevant
3 and competitive. While competitive wages and salaries are an important factor for
4 all employees, the relative value of healthcare and retirement benefits can vary for
5 different employees, as discussed further in this testimony. Therefore, the Company
6 strives to attract and retain current and future employees who have critical technical
7 and business skills by offering a total compensation package of cash compensation
8 and benefits that are attractive to these employees. Discussion of the market-
9 competitiveness of the Company's benefits programs is provided by Mr. Leonard
10 Smothermon in HELCO T-13 and by Mr. Malcolm Tajiri in HELCO T-14.

11 Q. Why does Hawai'i Electric Light use the Total Compensation approach?

12 A. The Total Compensation approach is widely used across the energy industry, and
13 allows the Company to assess the competitiveness of its compensation to the
14 relevant market. The Total Compensation approach allows the Company to tailor
15 the components of its compensation package to attract, retain, and motivate qualified
16 employees. Highly skilled employees are critical to the delivery of safe and reliable
17 utility service.

18 Q. What are the components of employee compensation that are included in Hawai'i
19 Electric Light's test year 2016 revenue requirement?

20 A. Table 12-3 below lists components of Hawai'i Electric Light's employee
21 compensation and whether they are included in the 2016 test year revenue
22 requirement estimate. The items that are excluded from the revenue requirement are

1 necessary to competitively compensate and retain Hawai‘i Electric Light’s
2 employees, but the Company has chosen to exclude these items in order to minimize
3 contentious issues in this rate case. The Company reserves the right to propose
4 recovery of these costs in future rate cases.

Table 12-3

Components of Hawai'i Electric Light Employee Compensation

Component	Included in 2016 Test Year Revenue Requirement	Not Included in 2016 Test year Revenue Requirement
Base Pay	X	
Other bonuses, incentives and pay related components such as awards and employee relocation		X
Retirement/Savings Benefits: Defined benefit pension, defined contribution retirement and non-qualified retirement plans	X	
Health/Group Benefits: Pre-retirement and post-retirement medical and dental plans, pre-retirement and post-retirement life insurance plans, flexible spending accounts and short-term disability plans	X	
Long-Term Disability	X	
Workers' Compensation Program		X
Long-Term Incentives		X
Executive Compensation		X

2015 Compensation Study

Q. How does the Company determine the appropriate value and composition of the Total Compensation package?

A. In order to offer a competitive Total Compensation package of cash compensation and benefits, the Company evaluates the competitiveness and reasonableness of its offerings by benchmarking its compensation and benefits to that of peer companies.

1 Benchmarking studies conducted take into consideration geographic location and
2 technical characteristics of work that is performed by the Company's employees.

3 Past studies have concluded that Hawai'i Electric Light's Total Compensation
4 package is below competitive levels, most notably for management employees.

5 (Additional information on total compensation evaluations is provided below.)

6 Q. What kinds of companies constitute Hawai'i Electric Light's competitive market?

7 A. The Company's competitive or peer market includes mainland and other local
8 utilities, oil refineries, Pearl Harbor Naval Shipyard, engineering firms and other
9 large diversified local companies.

10 Q. How does Hawai'i Electric Light assess the value of its Total Compensation package
11 compared to its competitive market?

12 A. In 2012 and in 2013, the Hawaiian Electric Companies engaged AON Hewitt to
13 conduct an objective evaluation of the Company's Total Compensation package and
14 compare the value to its competitive market ("2012 Total Compensation Review",
15 and "2013 Total Compensation Review"). The studies were comprehensive reviews,
16 analyzing both cash compensation and benefits for job positions within Hawaiian
17 Electric, Hawai'i Electric Light and Maui Electric (collectively, the "Hawaiian
18 Electric Companies" or the "Companies"). Both studies showed that in aggregate,
19 the Company's total compensation was [REDACTED] the median of its competitive

1 market, and that management employees [REDACTED] while bargaining
2 employees were [REDACTED] the market.³

3 Q. How have the Total Compensation Review results changed over time?

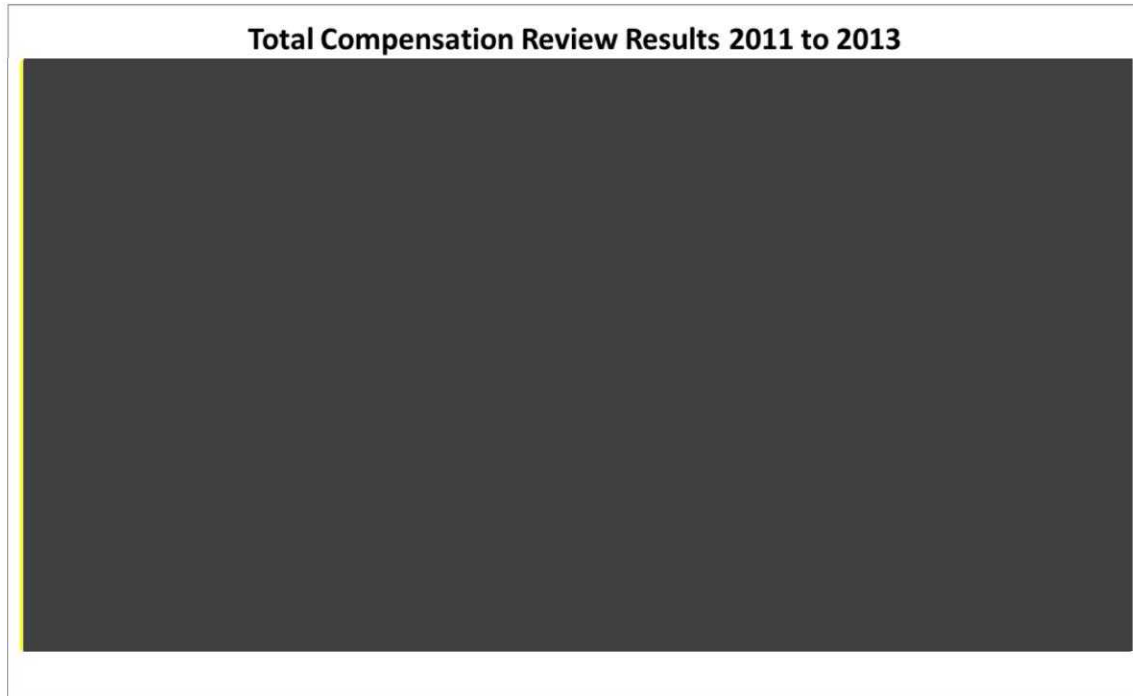
4 A. The review results since 2010 indicate that the Companies have made significant
5 movement from being [REDACTED] percentile of comparator companies in 2011⁴
6 for the benefits component of Total Compensation to being [REDACTED] percentile
7 in 2013 as shown in Figure 12-1 below.

³ See Exhibit HELCO-1205 (2012 Total Compensation Review) and HELCO-1202 (2013 Total Compensation Review). These exhibits contain confidential proprietary information, which if disclosed publicly may competitively disadvantage the Company's consultant with respect to industry competitors. The information was gathered as part of private compensation and salary surveys and the survey data and results are provided only to the survey participants. Accordingly, they will be filed upon issuance of a protective order in this proceeding.

⁴ Id.; see also Exhibit HELCO-1222 (2011 Total Compensation Review). These exhibits contain confidential proprietary information, which if disclosed publicly may competitively disadvantage the Company's consultant with respect to industry competitors. Accordingly, they will be filed upon issuance of a protective order in this proceeding.

Figure 12-1

Hawaiian Electric Companies



Q. Has the Company updated the 2013 Total Compensation Review?

A. Although the Company did not perform an updated Total Compensation Review, it conducted a Total Cash Compensation package review in 2015, (discussed in the 2015 Compensation Study section of this testimony) and separately in 2016, conducted a Benefits Evaluation Study (also discussed later in this testimony). The consideration of both these studies provides the Company the information necessary to manage its Total Compensation position relative to its competitive market.

Q. How was the 2015 Total Cash Compensation package review conducted?

A. In late 2014, the Company engaged Towers Watson (now Willis Towers Watson) to conduct a Total Cash Compensation package review to benchmark comparable jobs and to ensure program competitiveness. The review included establishing the

1 methodology, properly categorizing and analyzing data, and interpreting the results
2 for 543 jobs representing 1,015 employees, or approximately 75 percent of the
3 Company's total employee population.⁵ The compensation package review
4 concluded that the base pay was approximately [REDACTED] percentile
5 and the total cash (base salary and bonus) pay was [REDACTED]
6 percentile.⁶ Table 12-4 below presents the results of the compensation package
7 review.

8 Q. Was the 2015 Total Cash Compensation package review conducted comparably to
9 the 2013 Total Compensation Review?

10 A. Although conducting the cash compensation study portion for both studies used
11 similar methodologies,⁷ the scope of the 2015 review was limited to the cash
12 compensation component, while the 2013 Total Compensation Review was a
13 comprehensive review, including a review of benefits. As mentioned earlier, the
14 Company chose to conduct a separate 2016 Benefits Evaluation Study to compliment
15 the 2015 Total Cash Compensation Study. A discussion of the 2016 Benefits
16 Evaluation Study is provided in the next section.

17 Q. What are the implications of the results of the 2015 Total Cash Compensation
18 Study?

⁵ See Exhibit HELCO-1206, 2015 Cash Compensation Study. This study contains confidential and proprietary information which was gathered as part of private compensation and salary surveys and the survey data and results are provided only to the survey participants. Public disclosure of the study could competitively disadvantage the Company's consultant with respect to industry competitors. Accordingly, the study will be filed on a confidential basis upon issuance of a protective order in this proceeding.

⁶ Id.

⁷ Id.; see also HELCO-1202 (2013 Total Compensation Review).

1 A. The 2015 Total Cash Compensation Study noted the current compensation structure
2 consists of six broad bands broken out by role ranging from non-exempt positions to
3 executives with overlapping parameters and with similar midpoints. The study
4 suggested that the Company consider consolidating the six broad bands into a
5 singular salary grade schedule with two optional structures for consideration – one
6 with the [REDACTED] percentile and the other at the market [REDACTED] percentile.
7 The preliminary cost impact analysis for these proposed changes estimated cost
8 increases that could range from [REDACTED] to [REDACTED] (HELCO-1206, page 10).
9 The Company is considering the combination of the proposed structure changes and
10 the results of the 2016 Benefits Evaluation Study to determine any necessary
11 adjustments to the current structure.

12 2016 Benefits Evaluation Study

13 Q. How does Hawai'i Electric Light assess the value of its benefits package compared
14 to its competitive market?

15 A. Hawai'i Electric Light's benefits programs for retirement and preventative medical
16 care, health management, and insurance programs, are a significant component of
17 the Total Compensation package.

18 In 2016, the Company engaged Willis Towers Watson ("Towers Watson") to
19 perform a benchmarking evaluation of its benefits programs.⁸ The analysis included

⁸ See Exhibit HELCO-1213, 2016 Benefits Evaluation Study. This study contains confidential and proprietary information which was gathered as part of private compensation and salary surveys. Survey data and results are provided only to the survey participants. Public disclosure of such information could competitively

1 an evaluation of the competitiveness and reasonableness of the Company's benefits
2 programs to that of peer companies. The evaluation considered the geographic
3 location and technical characteristics of work performed by the Company's
4 employees. The benchmarking evaluation concluded that Hawai'i Electric Light's
5 benefits program is in line with the average of the comparator companies for all
6 employees, both bargaining and non-bargaining unit.

7 Q. What kinds of companies constituted Hawai'i Electric Light's peer group for
8 benefits benchmarking?

9 A. The study used a peer group of ten regulated electric utilities, located mostly in the
10 western United States: Ameren Corporation, Pacific Gas and Electric Company,
11 PacifiCorp, Pinnacle West Capital Corporation, Portland General Electric Company,
12 Puget Sound Energy, Inc., Salt River Project, San Diego Gas and Electric Company,
13 Southern California Edison, and Tucson Electric Power Company.

14 Q. What were the outcomes of the 2016 Benefits Evaluation study?

15 A. Essentially, the study affirmed the previous AON Hewitt Total Compensation
16 Reviews. The Company-paid portion of the benefits is [REDACTED] than the
17 market average ([REDACTED] the market median for non-union employees and [REDACTED]
18 [REDACTED] the market median for union employees). When excluding all medical and
19 dental benefits (all other benefits), the Company is within [REDACTED] of total pay from the
20 average of the peer group.

disadvantage the Company's consultant with respect to industry competitors. Accordingly, the study will be filed on a confidential basis upon issuance of a protective order in this proceeding.

1 Q. How have the 2016 Benefits Evaluation study results changed over time?

2 A. The 2016 study was conducted differently than previous studies; different peer
3 groups and methodologies make direct comparisons of detailed results to previous
4 studies difficult. However, as noted above, the overall 2016 Benefits Evaluation
5 study results appear directionally consistent with the previous 2012 and 2013 Total
6 Compensation Review results.

7 Q. Are employee benefits a key component in labor negotiations?

8 A. Yes. Over 66 percent of Hawai'i Electric Light's employees are represented by a
9 labor union. As stated earlier in this testimony, benefit plan provisions are an
10 integral component of the overall labor contract between the union and the
11 Company. The areas of medical care and retirement income benefits represented a
12 significant part of the last CBA negotiations.

13 Total Compensation Assessment

14 Q. What conclusions about total Company compensation do you draw from the 2015
15 Total Cash Compensation Study and the 2016 Benefits Evaluation Study?

16 A. Table 12-4 presents the results of the 2015 Total Cash Compensation Study and the
17 2016 Benefits Evaluation Study.

Table 12-4

Hawaiian Electric Companies

Study Results Compared to + / - 50th Percentile of Market

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

The sum of total cash and total benefits provides a directional indication of the Company's Total Compensation, and is not meant to represent an absolute result that is comparable to a Total Compensation Review. With total cash compensation for overall employees (which includes base pay plus incentive compensation) at [REDACTED] the market median, the Company's ability to attract and retain skilled employees will continue to lag the market. Though the overall value of benefits is [REDACTED] the market median, the overall package of cash compensation and benefits [REDACTED] the market median. Of particular concern is the total cash compensation for management employees (at [REDACTED] the market median) which is discussed further in the section on Cash Compensation in this testimony.

COST CONTROL MEASURES

Q. What cost control measures have been included in the 2016 test year for compensation and benefits?

A. The new CBA resulted in a general lowering of future costs for compensation and benefits and included the following key changes for all employees, both bargaining and non-bargaining:⁹

- Postretirement Welfare Benefits Plan
 - Increased the years of service required for postretirement benefits eligibility for all employees retiring after December 31, 2011.
 - Bargaining unit employees must now have a minimum of 20 years of service to (1) receive a Company subsidy toward their health premium and (2) be eligible to receive the \$20,000 Group Life Insurance benefit for retirees. Under the previous benefit agreement, bargaining unit employees qualified for these benefits as long as they were retirement eligible.
 - Management employees hired from January 1, 1999, to April 30, 2011, must now meet a target number of 70, which is the total of their age plus years of service upon retirement, to receive the Company subsidy toward their health premium. Previously, management employees qualified for this benefit as long as they were retirement eligible.
 - Reduced postretirement welfare benefits for all employees hired on or after May 1, 2011 by eliminating health coverage for spouse and dependents.

⁹ Analysis of the pension and health benefits programs are provided in exhibits HELCO T-13 and HELCO T-14.

1 ○ Retained the Company's contribution for payment of monthly health care
2 premiums for post-retirement welfare benefits at the levels established in
3 1998. As medical premiums rise, retirees are responsible for amounts in
4 excess of the Company's contribution.

5 • Defined Benefit Retirement Plan

6 ○ For employees hired on or after May 1, 2011, raised the age to qualify for
7 early retirement from age 50 to age 55; reduced the factors used in the
8 pension formulas; reduced early retirement subsidies; raised the earliest full
9 retirement age from 60 to 62; and eliminated the cost of living adjustment
10 ("COLA") for pension benefits, previously equivalent to 3 percent every two
11 years.

12 ○ Reduced retirement benefits provided through the defined benefit pension
13 plan. For bargaining unit employees, the pension factor used in the
14 retirement formula was reduced from 1.83 percent to 1.25 percent. For
15 management employees, the factor was reduced from 2.08 percent to 1.50
16 percent.

17 • Defined Contribution 401(k) Plan (Hawaiian Electric Industries Retirement
18 Savings ("HEIRS"))¹⁰

19 ○ Added a new employer-funded matching component to the defined
20 contribution 401(k) plan of 50 percent up to the employees' voluntary
21 401(k) contribution of 6 percent.

¹⁰ Changes to these plans were effective January 1, 2011.

- Added a vesting service schedule for the Company match: zero percent with less than 2 years of service, 20 percent after 2 years, 40 percent after 3 years of service, 60 percent after 4 years of service, 80 percent after 5 years of service, and 100 percent after 6 years of service.
- Welfare Benefits Plan and FlexPlan¹¹
 - Implemented cost-sharing for health benefits to include medical, dental and vision benefits. All employees paid 16 percent of costs in 2014, 17 percent in 2015, and 18 percent in 2016. Cost sharing for 2017 will be 19 percent and in 2018, 20 percent.
 - Changed the medical plan design, including replacement of the costlier plan (HMSA Preferred Provider Plan) with a less costly plan (HMSA CompMed). Annual deductibles must be satisfied before benefits are received for services such as ambulance, medical equipment, inpatient mental health services, skilled nursing facilities, and home health services received from participating providers.)
 - Increased annual maximum out-of-pocket limits for HMSA HPH ZN and Kaiser medical plans from \$1,750 per person and \$5,250 per family, to \$2,500 per person and \$7,500 per family.
- Unpaid Leave and Workers Compensation¹²

¹¹ Id.

¹² Id.

- Reduced the sick leave benefit for employees with three or more years of service by 20%, and reduced the maximum amount of sick leave that can be accrued.
- Reduced the amount of workers' compensation by providing statutory pay only and subsidizing pay with an employee's leave balance.
- Negotiated a settlement agreement with the Hawaii Medical Service Association ("HMSA") to terminate existing Group Health Plan Agreement and pay a termination fee for a more favorable 2016 renewal to realize significant cost savings on health premiums as discussed by Mr. Malcom Tajiri in HELCO T-14. This resulted in a net savings of approximately \$285,540 for the 2016 Test Year (HELCO-WP-1206).

These changes are expected to save costs while preserving the pension benefit and providing competitive health benefits to retain highly skilled and experienced employees. Estimated savings in 2016 from these changes are approximately \$194,000; \$83,000 for health and welfare benefit expenses (described in HELCO T-14 Group Medical, Prescription Drug, Dental, Vision, Life and Long-Term Disability Insurance Employee Benefits); and \$111,000 for pension expenses (described in HELCO T-13 Pension Benefit Expenses). In addition, these benefit plan changes were made to address the needs and wants of a changing workforce and to attract and retain new employees.

CORPORATE HEALTH AND WELLNESS

Q. Are there any other cost efficiency measures that the Company is focusing on?

1 A. In addition to the cost efficiency measures discussed above, the Company focuses on
2 overall employee wellness to encourage employees to address potential health issues
3 before they become serious, and to bring healthcare information directly to
4 employees through the dissemination of wellness information at safety meetings and
5 the Company's intranet. These efforts are directed towards improving the safety of
6 the workforce, reducing the unavailability for work due to injury or illness, and in
7 the long-term, reducing the overall costs of employee benefits.

8 Q. What is the Company's Corporate Health and Wellness philosophy?

9 A. The Company is committed to creating a culture of safety, health and well-being for
10 its employees. Since employees spend a third of their day at work, the Company has
11 a responsibility to provide not only a safe and hazard-free workplace, but an interest
12 in promoting the health and well-being of its employees beyond the workplace. The
13 Company approaches health and wellness holistically by focusing on the Eight
14 Dimensions of Health: financial wellness, social wellness, emotional wellness,
15 spiritual wellness, environmental wellness, occupational wellness, intellectual
16 wellness and physical wellness.

17 Q. What is the Company's Corporate Health and Wellness ("CHW") program?

18 A. The CHW program focuses on health promotion and disease prevention by
19 promoting healthier lifestyles through making healthy choices. As an example, to
20 address the rising rates of obesity and chronic disease, employees are provided tools,
21 resources and programs to increase their awareness and to recognize symptoms,
22 encourage good dietary habits, and perform regular exercise.

1 Q What are some of the key programs and services that are offered to employees?

2 A. The Company's approach to health and wellness is a coordinated set of programs,
3 policies, benefits, support, and community partnerships. Examples of the key
4 programs include:

- 5 • Employee Assistance Program ("EAP") - Professional counseling and mental
6 health services, offered to employees and their household members for
7 professional counseling, child and elder care, substance abuse and grief and
8 crisis management supports. EAP also offers seminars and training
9 presentations such as stress management, work/life balance and dealing with
10 personal problems.
- 11 • Health education - "Lunch and Learn" quarterly learning sessions at the
12 Company's larger locations featuring topics on nutrition, healthy cooking,
13 fitness, disease prevention, cardiovascular disease, diabetes, stress
14 management, financial matters, leadership, and elder care. In addition,
15 "Health & Wellness Matters" includes health tips sent to employees via the
16 Company's intranet.

17 In 2015, the Company received the American Heart Association's Gold Level fit-
18 friendly worksite award for its efforts, and, in 2016, the Company will be launching
19 Healthways' Blue Zones Project to improve the vitality and well-being of its
20 workforce.¹³

¹³ Blue Zones projects engage businesses, grocery stores, restaurants, schools, local government, faith-based groups, non-profit organizations, individuals, and the media to drive permanent healthy lifestyle changes.

1 Q. How does the well-being of its employees contribute to the Company's overall
2 success?

3 A. Workplace health programs can lead to change at both the individual and the
4 organizational levels. For individuals, workplace health programs have the potential
5 to impact an employee's health, health behaviors, and risk factors for disease. For
6 organizations, workplace health programs have the potential to positively impact
7 health care costs, absenteeism, productivity, recruitment, retention, and the
8 performance of the Company. Employers, workers, their families and communities
9 all benefit from the prevention of disease and injury and from sustained health. The
10 Company is committed to achieving all of these outcomes.

11 CASH COMPENSATION

12 2016 Bargaining Unit Employee General Wage and Increase

13 Q. What is the general wage increase for bargaining unit positions included in the 2016
14 test year?

15 A. The general wage increase included in the 2016 test year is 3.25 percent effective
16 January 1, 2016. These rates were collectively bargained in the 2013-2018 CBA.

17 Q. Are these increases reasonable in light of the current economic climate?

18 A. Yes. The Company strives to offer compensation that is cost effective and
19 competitive in the markets where the Company competes for talent. In the current
20 economy, competitors are recruiting aggressively for employees in the same talent
21 pool as the Company. Wages and salaries that lag the market will impede the

1 Company's ability to attract and retain the necessary talent, particularly for positions
2 that require utility experience, specialized skills or knowledge.

3 2016 Management Employee Merit Salary Increase

4 Q. What is the merit salary increase for management employees in the 2016 test year?

5 A. The salary increase for 2016 is 3.3 percent based on the Annual Merit Program
6 (effective January 1, 2016) ("Annual Merit Program"). The Annual Merit Program
7 is a performance-based salary review program designed to reward and recognize
8 management employees for their individual contributions and performance in
9 achieving the Company's core business objectives and/or strategic goals and
10 objectives. The Annual Merit Program also provides an opportunity to evaluate
11 salaries of management employees based on their performance, and assess whether
12 employee salaries are appropriately set in comparison to the market value of their
13 position. The Company's compensation philosophy is to pay for performance while
14 maintaining a competitive compensation position within its market. As described
15 earlier, to establish the merit salary increase and benefits for its management
16 employees, the Company considers labor market changes, which include the
17 negotiated general wage increase and benefits for union employees.

18 Q. What is the purpose of the Supervisor Differential Program?

19 A. The Supervisor Differential Program establishes a pay guideline to maintain a
20 minimum 10 percent pay differential, between a supervisor's salary and the base
21 wages of the highest paid direct report. For first-line supervisors, vertical salary
22 compression (when wages of direct reports is close to, or in excess of, the

supervisor's salary) can occur when there are differences in merit salary increases and contractually negotiated wage increases. In addition, since the pool of qualified candidates is often from the bargaining unit, the differential serves as an incentive to those candidates to consider management positions by offsetting the overtime pay, meal allowance, call-out and shift differentials that they otherwise would have earned.

Q. What is the current situation relative to this pay compression?

A. In 2015, Hawai'i Electric Light had 14 supervisors (out of a total population of 27) eligible for a supervisor differential and in 2016 there were six supervisors (out of a total population of 27) eligible for the supervisor differential as shown in Table 12-5 below. Although vertical pay compression has decreased, the Company continuously monitors supervisor pay year-round, and at times, must make additional mid-year adjustments as necessary.

Table 12-5

Supervisor Pay - Hawai'i Electric Light Employee Compensation

	2015	2016
Supervisor Differential Participants January Adjustment	14	6
Supervisor Differential Participants Mid-Year Adjustment (July)	8	4
Total Number of First-line Supervisors	27	27

Q. What are the other impacts of pay compression?

1 A. Pay compression has historically been a deterrent to Hawai‘i Electric Light’s efforts
2 to recruit highly experienced bargaining unit technical employees to first-line
3 supervisor or other management positions. Effectively, bargaining unit candidates
4 with the operational knowledge and skills must be willing to take a reduction in pay
5 to move into positions that include increased responsibilities.

6 In addition to vertical compression between supervisors and direct reports,
7 lateral compression exists between bargaining unit and management positions that
8 are similar in nature. Lateral compression creates the same recruitment issues, as
9 well as a sense of dissatisfaction among management employees, whose pay
10 increases are performance-based instead of contractually increased. Unaddressed,
11 lateral compression can lead to union organization of professional workers.¹⁴

12 The 2013 AON Hewitt Total Compensation Review corroborated the
13 existence of lateral pay compression between certain bargaining unit and
14 management positions. The study found that the cash compensation for the
15 Company’s management positions was lower, and closer to that of pay for
16 bargaining unit positions, than what was found in the market. As a result, the study
17 concluded that in addition to bargaining unit members having a reduced financial
18 incentive to consider management positions, management employees have an
19 increased incentive to consider bargaining unit positions. The Company monitors
20 lateral pay as part of its review of pay equity across organizations, and functions.

¹⁴ Lateral compression also creates a sense of unfairness between co-workers which led to the first-time organization of a bargaining unit of professional engineers in 1999 at Hawaiian Electric. See HELCO 2010 Test Year Rate Case, Docket No. 2009-0164, HELCO T-11, at 53-54.

1 Q. What would be the impact to pay compression, if the merit salary budget was
2 reduced?

3 A. Pay compression and its associated problems would be compounded if the Company
4 could not offer pay increases in management salaries that are competitive with the
5 market. The inability to provide reasonable salary increases for management
6 supervisors increases the risk of turnover and compounds the difficulty of filling the
7 resulting vacancies with experienced and knowledgeable utility employees. These
8 supervisors hold pivotal positions that ensure the Company provides safe, reliable
9 and cost-effective service. An adequate merit increase budget is critical to keeping
10 these positions filled with qualified employees.

11 Q. How is the budget for merit salary increases determined?

12 A. Multiple factors are considered when determining merit salary increases. The
13 Hawaiian Electric Compensation & Benefits Division evaluates available survey
14 data from survey vendors, which includes data for the Hawai'i region, national
15 companies, and the utility industry. In addition, scheduled bargaining unit general
16 pay increases for the coming year, the Company's strategic objectives, and its
17 financial situation are considered. After reviewing all information, a
18 recommendation for the merit salary increase is developed for approval by Hawaiian
19 Electric's Chief Administrative Officer and the President. Then, the Hawaiian
20 Electric Industries, Inc. ("HEI") Board of Directors Compensation Committee
21 reviews, and recommends changes as necessary, before approving the final merit
22 salary increases.

Survey data available as of April 2015 indicated that median salaries were projected to increase in 2016 by [REDACTED] for general industry and [REDACTED] for the utility industry, as shown in Table 12-6 below.¹⁵

Table 12-6
2016 Wage and Salary Increases

	Non-exempt ¹⁶	Exempt ¹⁷
General Industry Average	[REDACTED]	[REDACTED]
Utility Industry Average (National Only)	[REDACTED]	[REDACTED]
Hawai'i Electric Light Wage & Salary Increase	[REDACTED]	[REDACTED]

The comparison shows that the increase for Hawai'i Electric Light is within range for non-exempt positions in the utility industry, and slightly higher for exempt positions. The need for maintaining a higher increase than the general averages for these non-exempt positions is based on the unique conditions facing the Company and further supported by the results of cash compensation reviews and management employee recruitment and retention issues discussed in the following section.

¹⁵ See HELCO-1219. This exhibit contains confidential and proprietary information which was gathered as part of private compensation and salary surveys with survey data and results provided only to the survey participants. Public disclosure of such information could place the Company's consultant at a competitive disadvantage with respect to industry competitors. Accordingly, the exhibit will be filed on a confidential basis upon issuance of a protective order in this proceeding.

¹⁶ "Non-exempt" are those employees who do not belong to the bargaining unit but are paid on an hourly basis.

¹⁷ "Exempt" are those employees who do not belong to the bargaining unit and are exempt from pay rules stipulated by the Fair Labor Standards Act.

1 Management Employee Recruitment and Retention Issues

2 Q. How important is base pay to the success of recruiting employees?

3 A. Competitive base pay is one of the key items that individuals look at when applying
4 for new jobs. In a 2014 global workforce study conducted by Towers Watson,
5 competitive base pay was identified as the highest attraction driver. The study also
6 noted that it is the top retention driver for employees.¹⁸

7 Q. How competitive is the labor market?

8 A. The labor market for the skills or expertise needed by Hawai'i Electric Light remains
9 very competitive. Hawai'i Electric Light has improved its recruitment processes to
10 expand the number of qualified candidates for jobs, but must also offer competitive
11 base pay in order to attract and retain these candidates.

12 In recent years, Hawai'i Electric Light has experienced difficulty in attracting
13 applicants for professional positions (including engineers, and operational
14 management positions) due to the lack of qualified local applicants and higher
15 compensation offered by other companies. From late 2014 to present, there have
16 been a number of Hawai'i Electric Light positions that have had qualified applicants
17 either withdraw their applications or decline job offers due to inadequate salary
18 levels. As a result, many positions remain vacant for a prolonged period of time. An
19 example of prolonged vacancies includes four different operational assistant
20 superintendent positions which had recruitment periods ranging from 120 days
21 (almost 4 months) to 247 days (almost eight months).

¹⁸ See HELCO-1220, *Towers Watson 2014 Global Workforce Study*. Towers Watson is an international consulting firm in the area of employee compensation and benefits, and human resource management.

1 In the area of the Company's electrical engineer positions, prolonged
2 vacancies occurred for two positions from December 2014 through November 2015.
3 During the recruitment time, three qualified applicants withdrew or declined job
4 offers due to insufficient pay. As a result of the Company's inability to recruit
5 skilled and experienced applicants, the Company has hired recent graduates with
6 limited experience and provided development plans of up to five years. The
7 Company competes directly with the U.S. government (Pearl Harbor Naval
8 Shipyard) and the State government for engineers. The competitive market in
9 Hawai'i for engineers has caused the U.S. Office of Personnel Management to offer
10 a special wage rate due to significant recruitment or retention difficulties. In 2016,
11 the Federal wage scale for electrical engineers was up to 16.81% higher than for
12 other Federal positions. The Hawai'i State government also places engineers in a
13 wage schedule that is higher than other white collar professional positions, even as
14 other pay reductions have been implemented in the State.

15 Q. Can existing employees be recruited to fill open jobs?

16 A. Yes. Employees are encouraged to move laterally and vertically into positions
17 where they can acquire new, or leverage existing, experience to the benefit of the
18 Company and its customers. However, some positions such as an engineer require a
19 minimum level of education and/or experience. While recruiting internally comes at
20 some reduced cost to fill jobs, internal movement can create a ripple effect of time,
21 energy and cost to fill the job that the incumbent vacates.

22 Q. Do existing employees apply for internal vacancies?

1 A. Yes. However, as mentioned earlier in this testimony, often the most experienced
2 and qualified bargaining unit employees do not apply for vacant management
3 positions. The vertical and lateral compression issues can create situations where a
4 qualified bargaining unit employee faces reduced earnings and increased
5 responsibility. In years when the negotiated bargaining unit general wage increase
6 exceeds the management employee merit salary increase, the problem becomes more
7 pronounced.

8 Q. How aggressive are Hawai'i Electric Light's recruitment efforts?

9 A. The Company recruits aggressively through numerous traditional and non-traditional
10 channels and has had success in expanding its applicant pool for entry level
11 positions. However, as retirement eligible employees exit the Company, there is a
12 need to also attract experienced engineers and skilled utility professionals for jobs
13 requiring higher skill levels. The Company must be able to offer competitive market
14 salaries to recruit and retain experienced employees.

15 Q. What are the Company's concerns about hiring and retention?

16 A. Even in a difficult economy, some jobs are more difficult to fill than others. As the
17 economy improves, qualified candidates will continue to have more job
18 opportunities. Therefore, the challenge to recruit, hire and retain qualified
19 candidates only becomes more difficult for the Company.

20 The business of producing and delivering safe, reliable electric service
21 requires utility-specific skills that are in short supply. A reduction in power
22 engineering graduates nationwide and an industry-wide shortage of skilled utility

1 workers has resulted in strong competition for these candidates, and is becoming
2 more pronounced as utilities increase their focus on integrating renewable energy. In
3 2010, EEI published the article “Who’s Next?”,¹⁹ which identified critical workforce
4 issues confronting the utility industry: “Increasing competition for engineering
5 talent, particularly from technology companies and defense contractors; severe
6 decreases in science, engineering, and technology talent pools; projected 30-percent
7 increase in electricity demand between 2006 and 2030; aging infrastructure; rising
8 raw material, labor, and construction costs; and growing need to invest in renewable
9 energy facilities.”

10 The success of the Company’s efforts to meet the State’s clean energy goals
11 is directly impacted by the Company’s ability to recruit and retain engineers,
12 leadership talent and other knowledgeable employees. The EEI article discussed
13 leadership talent concerns by saying, “Look at what future leaders in the power
14 industry are going to deal with...the emergence of smart grid, conservation issues,
15 aging transmission and distribution infrastructure...”, “Competition for future
16 leadership talent is increasing. You see some [senior] people leaving the utility
17 industry because of opportunities in the rapidly emerging technology arena that will
18 fundamentally change the utility industry...Those technology companies are
19 growing by leaps and bounds, and they will continue to put pressure on the utility
20 industry.”²⁰ The recent announcement in June 2016 by Tesla Motors magnifies this

¹⁹ Eric Krell. (July/August 2010). “Who’s Next?” *Electric Perspectives*.

²⁰ Id.

1 pressure, as in regard to its purchase of SolarCity, "...to become the world's only
2 vertically integrated energy company offering end-to-end clean energy products to
3 its customers."²¹

4 Bargaining Unit Wage Increase

5 Q. How were wage increases determined for bargaining unit positions for the 2016 test
6 year?

7 A. Wage increases for bargaining unit positions are negotiated between the Company
8 and the IBEW. The current CBA was negotiated and ratified by IBEW's
9 membership in September 2013 with wage increases for 2014 – 2018. The increase
10 for the 2016 test year was 3.25 percent, an increase of 0.25 percent over 2015. (The
11 CBA includes increases of 3.00 percent effective January 1, 2014; 3.00 percent
12 effective January 1, 2015; 3.25 percent effective January 1, 2016; 3.00 percent
13 effective January 1, 2017; and 3.00 percent effective January 1, 2018.)

14 Q. How do wages negotiated in the CBA compare to wages at other electric utilities?

15 A. In August 2014, Public Utilities Employees International ("PUEI") performed an
16 informal survey of its members regarding general wage increases from 2005 to 2012.
17 There were 21 employers who participated in the survey.²² The wage increases
18 reported by employers ranged from a low of [REDACTED] percent to a high [REDACTED] percent,
19 with the average increase of [REDACTED] percent. The Hawaiian Electric Companies'
20 average wage increase was slightly higher, at [REDACTED] percent for this period.

²¹ The Tesla Team June 21, 2016, *Tesla Makes Offer to Acquire SolarCity*, available at:
<https://www.teslamotors.com/blog/tesla-makes-offer-to-acquire-solarcity>

²² See HELCO-1221, Results of PUEI Survey.

QUALIFIED PENSION PLAN

Q. What are the factors affecting pension expense, including plan provisions, employee demographics, fund performance, and the methodology for determination of the value of plan assets?

A. Details for the pension benefits plan design, components of pension expense (including the factors and minimum required contribution), the actuarial assumptions, other post-retirement benefits, and considerations to control pension cost and volatility are presented by Mr. Leonard Smothermon in HELCO T-13. The testimony provided in HELCO T-13 concludes that Hawai'i Electric Light's pension and post-retirement benefits plans are consistent with those offered in the utility industry.

Q. What is the test year 2016 estimate for the qualified pension plan?

A. The test year 2016 estimate for the qualified pension plan (includes net periodic pension cost, amortization of prepaid pension asset, amortization of regulatory asset tracker and amortization of excess pension funding) is \$11,929,000.²³

Q. How was the 2016 operating budget adjusted to derive the 2016 test year estimate for pension expense?

A. The 2016 operating budget amount of \$13,090,000 was decreased by \$1,161,000 to arrive at the 2016 test year estimate of \$11,929,000. The adjustments to the 2016 operating budget were made as follows: (1) the net periodic pension cost was decreased by \$723,000; (2) Executive Life costs of \$49,000 were removed to

²³ See HELCO-1201, Benefits Expense.

1 simplify and limit issues in this case; (3) the defined contribution plan benefit was
2 increased by \$40,500; (4) Other Benefits Administration was reduced by \$205,600;
3 and (6) Labor was decreased by \$227,500.²⁴

4 Q. What is the prepaid pension asset amortization amount?

5 A. The amortization of prepaid pension asset is the recovery of the prepaid pension
6 amount over a period of five years. Recovery of the prepaid pension amount was
7 approved by the Commission in conjunction with the approval of the pension
8 tracking mechanism in its Decision and Order (at 45-46) issued on October 28, 2010
9 in Hawai'i Electric Light's 2006 test year rate case, Docket No. 05-0315. The
10 calculation of the prepaid pension asset amortization amount is provided in HELCO-
11 1111, page 1, and is explained by Mr. Paul Franklin in HELCO T-11 and HELCO-
12 1126.

13 Q. Please explain the amortization of the regulatory asset from the pension tracking
14 mechanism.

15 A. The amortization of the regulatory asset is the recovery of the difference between the
16 NPPC in rates and the actual NPPC over a period of five years. The difference
17 between the NPPC approved in a rate case and the actual NPPC subsequent to the
18 test year of the rate case is recorded as a regulatory asset, as prescribed in the
19 pension tracking mechanism referenced above. The calculation of the regulatory
20 asset amortization amount is provided in HELCO-1111, page 2. Mr. Paul Franklin

²⁴ See HELCO-1201, Benefits Expense.

1 discusses the accounting and ratemaking treatment of pension costs in HELCO T-11,
2 as well as in HELCO-1126.

3 Q. Please explain the amount of excess pension funding amortization.

4 A. The amortization of the excess pension funding is the recovery of the difference
5 between the actual NPPC and the amount of funding made to the pension plan as
6 prescribed in the pension tracking mechanism referenced above. The calculation is
7 provided in HELCO-1111, page 3, and is explained by Mr. Paul Franklin in HELCO
8 T-11.

9 Q. How does Hawai'i Electric Light provide pension benefits to its employees?

10 A. Hawai'i Electric Light provides pension benefits to its employees by participating in
11 the Retirement Plan for Employees of Hawaiian Electric Industries, Inc. and
12 Participating Subsidiaries ("HEI Retirement Plan"), a qualified defined benefit
13 pension plan. Although assets of the HEI Retirement Plan are commingled for all
14 participating employers, assets and liabilities of each participating employer are
15 separated for purposes of determining each participating employer's pension costs.
16 The amounts provided in this rate case are the portion that applies to Hawai'i
17 Electric Light only.

18 Q. How is the estimated pension cost determined, and what is the amount?

19 A. Towers Watson, HEI's Retirement Plan independent actuary, determines the pension
20 cost to be recognized by the Company each year in accordance with the provisions
21 of the Financial Accounting Standards Board Accounting Standards Codification
22 ("FASB ASC") 715. Under FASB ASC 715, the Company's pension cost is referred

1 to as the net periodic pension cost (“NPPC”). The NPPC is the amount that Hawai‘i
2 Electric Light is required to recognize on its financial statements as the cost of
3 providing pension benefits to its employees for the year, and includes the capitalized
4 and expense amounts. As shown in HELCO-1301, the estimated NPPC for the 2016
5 test year is \$6,902,721.

6 Q. When will the actual 2016 net periodic pension cost be determined?

7 A. The actual 2016 NPPC will be determined by Towers Watson in the summer of
8 2017.

9 Q. How is the net periodic pension cost incorporated in the ratemaking process for the
10 test year?

11 A. In its Decision and Order in Docket No. 05-0315, the Commission approved the
12 pension tracking mechanism, in which the NPPC is incorporated in the ratemaking
13 process. Pension tracking mechanisms were also approved in Docket No. 2006-0386
14 (Hawaiian Electric’s 2007 test year rate case), Decision and Order issued on
15 September 14, 2010, and in Decision and Order issued on July 30, 2010 in Docket
16 No. 2006-0387 (Maui Electric’s 2007 test year rate case).

17 Q. Is the net periodic pension cost the amount that Hawai‘i Electric Light is required to
18 contribute to fund its pension obligation?

19 A. No. The NPPC is the accrual cost that Hawai‘i Electric Light needs to recognize for
20 financial reporting purposes under FASB ASC 715. Minimum funding requirements
21 for qualified pension plans are specified under the Employee Retirement Income
22 Security Act of 1974 (“ERISA”), and maximum tax deductible amounts for federal

1 income tax calculation purposes are specified by the Internal Revenue Code (“IRC”).
2 Hawai‘i Electric Light’s minimum contribution funding requirement and maximum
3 tax deductible contribution amounts are also determined by Towers Watson and
4 provided in the actuarial valuation of the plan. HELCO-1308 provides a copy of the
5 latest valuation of the plan as of July 13, 2016.

6 Q. How does Hawai‘i Electric Light fund the HEI Retirement Plan?

7 A. Hawai‘i Electric Light funds the HEI Retirement Plan by making tax deductible
8 contributions into a trust held by the plan’s trustee, the Bank of New York Mellon.
9 A pension investment committee (“PIC”) is the named fiduciary for the plan and is
10 responsible for overseeing the administration of the plan and management of plan
11 assets. HELCO-1111, page 1 shows the contributions made by the Company to the
12 pension trust and the NPPC since adoption of FASB ASC 715.

13 Q. What is the Company’s policy for funding the HEI Retirement Plan?

14 A. A Pension Funding Study was filed with the Commission on May 30, 2007, in
15 Docket No. 2006-0386, in which the funding policy focused on the minimum
16 required contribution (“MRC”) under ERISA and the NPPC under FASB ASC 715
17 and concluded that either funding policy alternative, MRC or NPPC, would serve as
18 a reasonable funding policy. Under the pension tracking mechanism approved by
19 the Commission and described by Mr. Paul Franklin in HELCO T-11, the Company
20 is required to make annual fund contributions in an amount equal to the total FASB
21 ASC 715 NPPC unless limited by the IRC maximum contributions or ERISA
22 minimum contributions. The pension tracking mechanism allows Hawai‘i Electric

1 Light to recover through rates the amount of contributions to the pension trust funds
2 in excess of the FASB ASC 715 NPPC.

3 Q. Can the Company use the assets in the pension trust for other purposes?

4 A. No. The trust is externally managed. Assets of the trust can only be used for the
5 benefit of employees covered by the pension plan and may not be used for general
6 utility operations or given to shareholders.

7 NON-QUALIFIED PENSION PLAN

8 Q. What is a non-qualified pension plan?

9 A. The Company participates in the HEI Excess Pay Plan, a non-qualified pension plan
10 designed to restore benefits lost due to limitations placed on qualified plans, which
11 include pay limits under IRC Section 401(a) (17) and benefit limits under IRC
12 Section 415.

13 Q. What is the estimated cost for the non-qualified plan for 2016?

14 A. The estimated 2016 cost for the non-qualified pension plan provided by Willis
15 Towers Watson is \$4,000. See HELCO-WP-1503, Attachment 1, item 16. To
16 simplify and limit the issues in this proceeding, a downward adjustment of (\$4,000)
17 was made to remove the costs for the non-qualified pension plan, which reduces the
18 test year amount to \$0.²⁵ However, these benefits are part of employees' total
19 compensation and should not be treated differently for ratemaking purposes due to

²⁵ See HELCO-1201, Benefits Expense.

1 statutory limits. Therefore, the Company reserves the right to propose inclusion of
2 non-qualified pension cost in its test year estimates in future rate cases.

3 OTHER POSTRETIREMENT BENEFITS

4 Q. What is the 2016 test year estimate for the Postretirement Benefits Other Than
5 Pensions (“OPEB”)?

6 A. The test year 2016 estimate for other post-retirement benefits is a credit amount of
7 (\$309,000)²⁶ (2016 operating budget of -\$260,000 plus rate case adjustment of -
8 \$49,000).

9 Q. What rate case adjustments were made to the OPEB costs for the 2016 test year?

10 A. Adjustments totaling (\$49,000) were made to the 2016 operating budget of
11 (\$260,000) for postretirement benefits costs. To simplify and limit the issues in this
12 proceeding, a downward adjustment of \$49,000 was made to remove the costs for
13 the executive life insurance program. These costs have been disallowed in prior rate
14 cases. However, the Company reserves the right to propose inclusion of these
15 expenses in its revenue requirements in future rate cases.

16 Q. What are the SFAS 106 regulatory asset and the amortization amount?

17 A. The Commission’s Decision and Order No. 13659 (November 29, 1994) and letter
18 dated December 28, 1994 in Docket Nos. 7243 and 7233 (Consolidated) allowed
19 Hawai‘i Electric Light to adopt Statement of Financing Accounting Standards
20 No. 106, Employers’ Accounting for Postretirement Benefits Other Than Pensions

²⁶ Id.

1 (“SFAS 106”) in its entirety and include in its rates the full cost of postretirement
2 benefits other than pensions calculated pursuant to SFAS 106, effective January 1,
3 1995; and to amortize the regulatory asset established for the deferral of
4 postretirement benefit costs other than pensions for the period January 1, 1993 to
5 December 31, 1994, over an 18-year period beginning January 1, 1995. The total
6 amount remaining has been amortized and as a result, the regulatory asset amount in
7 the 2016 test year estimate is \$0.

8 Q. What are the OPEB tracking mechanism regulatory asset and the amount?

9 A. This amortization is for the OPEB tracking mechanism regulatory asset approved by
10 the Commission in its Decision and Order filed October 28, 2010 in Docket
11 No. 05-0315, Hawai‘i Electric Light’s 2006 test year rate case. The calculation of
12 this amount is provided in HELCO-1112, page 3. Mr. Paul Franklin discusses the
13 accounting and ratemaking treatment of postretirement benefit costs other than
14 pensions in HELCO T-11.

15 Q. How does Hawai‘i Electric Light provide postretirement benefits other than pensions
16 to its employees?

17 A. Hawai‘i Electric Light provides postretirement benefits other than pensions by
18 participating in the Postretirement Welfare Benefits Plan for Employees of Hawaiian
19 Electric Company, Inc. and Participating Employers.

20 Q. How are the estimated postretirement benefits costs determined?

21 A. Towers Watson, the plan’s independent actuary, determines the postretirement
22 benefits cost to be recognized by the Company each year in accordance with

1 provisions of FASB ASC 715. Calculation of postretirement benefit expense under
2 FASB ASC 715 is similar to the calculation of NPPC. Under FASB ASC 715, the
3 Company's postretirement benefit cost is referred to as the net periodic
4 postretirement benefit cost ("NPBC"). This is the amount that Hawai'i Electric
5 Light must recognize on its financial statements as the cost of providing other
6 postretirement benefits to its employees for the year and includes capitalized and
7 expense amounts. As shown in HELCO-1302, the estimated NPBC for the 2016 test
8 year is \$(543,788).

9 Q. When will the actual 2016 net periodic postretirement benefit cost be determined?

10 A. The actual 2016 NPBC will be determined by Towers Watson in the summer of
11 2017, based on employee demographic data as of January 1, 2016.

12 Q. Is the net periodic postretirement benefit cost included in the Company's revenue
13 requirements for the 2016 test year?

14 A. Yes. Since adoption of SFAS 106 in 1995, the Company has consistently and
15 properly incorporated the NPBC in the budget for employee benefits and the
16 Commission accepted Hawai'i Electric Light's treatment of OPEB costs consistent
17 with past decision and orders issued by the Commission, most recently in Decision
18 and Order No. 30168 filed February 8, 2012 in Docket No. 2009-0164 (Hawai'i
19 Electric Light's 2010 test year rate case) as well as in Decision and Order No. 30505

1 filed December June 29, 2012 in Docket No. 2010-0080 (Hawaiian Electric's 2011
2 test year rate case).²⁷

3 Q. How is the net periodic postretirement benefit cost incorporated in the ratemaking
4 process for the test year?

5 A. In Docket No. 05-0315, Hawai'i Electric Light proposed and the Commission
6 approved in its Decision and Order filed October 28, 2010, the adoption of an OPEB
7 tracking mechanism in which the SFAS 106 NPBC is incorporated in the ratemaking
8 process. The Commission also approved this treatment in Decision and Order No.
9 30168 filed February 8, 2012 in Docket No. 2010-0164 (Hawai'i Electric Light's
10 2010 test year rate case).

11 Q. Does Hawai'i Electric Light fund the postretirement benefits?

12 A. Yes. As directed by the Commission in Decision and Order No. 13659 in Docket
13 Nos. 7243 and 7233 (Consolidated), Hawai'i Electric Light funds the entire
14 postretirement benefits cost to the maximum extent possible using tax advantaged
15 funding vehicles. Under the OPEB tracking mechanism approved by the
16 Commission and described by Mr. Paul Franklin in HELCO T-11, the Company is
17 required to make annual contributions into the OPEB trust funds in an amount equal

²⁷ Other Commission rate case orders that accepted this treatment of costs are Decision and Order No. 15480 (April 2, 1997) in Docket No. 94-0140 and Decision and Order No. 18365 (February 8, 2001) in Docket No. 99-0207). The Commission also accepted the treatment of OPEB costs consistent with SFAS 106 in prior Hawaiian Electric and Maui Electric rate cases, Decision and Order No. 13704 (December 28, 1994) in Docket No. 7700, Decision and Order No. 14412 (December 11, 1995) in Docket No. 7766, Decision and Order No. 15544 (April 28, 1997) in Docket No. 94-0345, Decision and Order No. 16134 (December 23, 1997) in Docket No. 96-0040, Amended Decision and Order No. 16922 (April 6, 1999) in Docket No. 97-0346, Decision and Order No. 24171 (May 1, 2008) in Docket No. 04-0113, Decision and Order (September 14, 2010) in Docket No. 2006-0386 and Final Decision and Order (December 29, 2010) in Docket No. 2008-0083.

1 to the total SFAS 106 NPBC except when limited by material, adverse consequences
2 imposed by federal regulations, using tax advantaged funding vehicles whenever
3 possible.

4 Q. What are the funding vehicles?

5 A. In accordance with its funding plan submitted to the Commission on
6 January 3, 1995, in Docket No. 7243, the Company makes contributions to two
7 Voluntary Employees' Beneficiary Association ("VEBA") trusts (bargaining unit
8 and non-bargaining). The Company also makes additional contributions to a special
9 401(h) account in the existing pension plan trust to provide postretirement medical
10 benefits for non-bargaining unit employees. Assets of these trusts are commingled
11 for all participating employers to maximize investment opportunities and minimize
12 plan expenses. Assets and liabilities of each participating employer are separated for
13 purposes of determining postretirement benefit expenses and funding amounts for
14 each participating employer. Maximum tax deductible contributions to the various
15 funding vehicles are determined by Towers Watson and included in its actuarial
16 valuation of the plan. HELCO-1112 presents the OPEB cost and cash contributions
17 used for the test year estimate.

18 Q. How are contributions in the trusts invested?

19 A. Assets are held by the plan's trustee, the Bank of New York Mellon. The PIC is the
20 named fiduciary for the plan and is responsible for overseeing the administration of
21 the plan and management of plan assets. HELCO- 1112 and HELCO-1308 show the

1 contributions made by the Company to the VEBA trusts and the NPBC since
2 adoption of SFAS 106.

3 Q. Can the Company use the assets in the VEBA trusts for other purposes?

4 A. No. These trusts are externally managed. Assets of the trusts can only be used for
5 the benefit of employees covered by the OPEB plan and may not be used for general
6 utility operations or given to shareholders.

7 DEFINED CONTRIBUTION PLAN BENEFITS

8 Q. What is the 2016 test year estimate of defined contribution plan benefits?

9 A. The 2016 test year estimate for defined contribution plan benefits is \$207,500.²⁸

10 Q. How were defined contribution plan benefits estimated for the 2016 test year?

11 A. Defined contribution plan benefits were estimated by using the total estimated labor
12 costs for defined contribution plan eligible employees for the 2016 test year and
13 multiplying it by 3 percent (50 percent matching contribution for 6 percent of
14 salaries and wages).²⁹

15 OTHER BENEFITS/ADMINISTRATION

16 Q. What is Hawai'i Electric Light's 2016 test year estimate for Other
17 Benefits/Administration costs?

18 A. The 2016 test year estimate for Other Benefits/Administration is (\$4,700).³⁰

²⁸ See HELCO-1201, Benefits Expense.

²⁹ See HELCO-WP-1203.

³⁰ See HELCO-1201, Benefits Expense.

1 Q. What adjustments were made to the 2016 operating budget for Other
2 Benefits/Administration?

3 A. Adjustments totaling (\$205,600) were attributed primarily to training cost for non-
4 labor (\$211,000) which was removed from this category and reclassified as clearing
5 costs. This is consistent with other companies' treatment for non-labor training
6 expenses. In addition, reclassification of long term care costs of (\$23,500) was
7 removed and placed in NARUC Accounting Code 926010. An additional expense of
8 \$29,000 was added for normalization of training materials to reasonable levels. A
9 detailed line item description and supporting references are provided in HELCO-
10 1223, HELCO-1503 Adjustments, and HELCO-WP-803 Adjustments.

11 LABOR

12 Q. Please explain the labor amount included in account no. 926000?

13 A. The 2016 test year estimated labor amount of \$40,900 is primarily attributed to the
14 administration of the retirement program. Training costs of \$224,000 were removed
15 from this category and reclassified as clearing costs. This is consistent with the other
16 companies' treatment of training expenses. In addition, a vacancy rate adjustment of
17 \$3,000 was removed from the budget. The 2016 test year estimated labor of \$40,900
18 is based on the 2016 operating budget of \$268,400, then adjusted for budget
19 adjustments totaling \$227,500. A detailed line item descriptions and supporting
20 references for direct labor attributed to account no. 926000 are provided in HELCO-
21 1215.

EMPLOYEE BENEFITS - FLEX CREDITS

Q. What are the factors affecting employee benefits expense, including the CBA and the Prepaid Health Care Act, and how do the Company's benefit plans compare to those offered by other employers?

A. Details for the employee benefits plan for medical, prescription drug, vision, dental and group life and long-term disability benefits and cost sharing are presented by Mr. Malcolm Tajiri in HELCO T-14 Benefits. The testimony provided in HELCO T-14 concludes that Hawai'i Electric Light's benefits are generally comparable to other employers in the State of Hawai'i.

Q. How does Hawai'i Electric Light provide group insurance benefits to its employees?

A. Hawai'i Electric Light provides group medical, dental, vision and life insurance benefits to its employees through a flexible benefits plan called a "FlexPlan."

Q. What is the FlexPlan?

A. The FlexPlan is designed to meet the requirements of Section 125 of the IRC. Under the provisions of the plan, employees are given an allocation of flex credits each year by the Company. These flex credits are stated in units of flex dollars. Employees apply these credits toward the purchase of non-taxable benefits (health and life insurance) by electing from several available plans, each with a stated flex price in units of flex dollars. To the extent that the employee's flex credits exceed the total of flex prices for health and life insurance purchases, remaining credits can be: (1) used to purchase other optional benefits such as supplemental life insurance, dependent life insurance, and accidental death and dismemberment insurance

1 (“AD&D”), (2) directed to flexible spending accounts for the reimbursement of
2 health care expenses (that are not covered by insurance) and/or dependent care
3 expenses, or (3) returned to the employee as additional taxable income. If the total
4 of flex prices for the plans elected by the employee exceeds their flex credits, the
5 difference is withheld from the employee’s pay on a pre-tax basis or after-tax basis.
6 Information provided to employees regarding the FlexPlan is provided in HELCO-
7 WP-1200.

8 Q. Why did Hawai‘i Electric Light adopt the FlexPlan?

9 A. The plan was adopted in 1989 to provide employees with the flexibility of choosing
10 benefit levels that meet individual needs while helping the Company to control
11 future health plan costs.

12 Q. How does the FlexPlan help to control future health plan costs?

13 A. Health plan costs are driven by plan provisions, plan utilization and the cost of
14 services. The FlexPlan offers employees an incentive to waive health plan coverage
15 in return for flex credits that can be used to purchase other benefits. For example,
16 employees covered by their spouses’ medical plan may elect to waive medical plan
17 coverage with Hawai‘i Electric Light and use their flex credits to purchase additional
18 life insurance, dependent life insurance or put the credits into a healthcare or
19 dependent spending account that can be used towards their out-of-pocket medical or
20 child care expenses incurred by the employee. This results in lower utilization of
21 health plan benefits which results in lower premium costs.

22 Q. How is the Company’s total cost for the FlexPlan determined?

1 A. The Company's cost is equal to: Flex credits (company funded) less flex prices
2 (employee funded) plus premiums for all plans (company funded), as further
3 described below.

4 Flex Credits less Flex Prices

5 Q. What is included in this category of employee benefit costs?

6 A. This category includes the estimated difference between company-funded flex
7 credits and flex prices charged to employees for health and life insurance plans.

8 Q. How was the 2016 test year estimate for the flex credits determined?

9 A. The Company provides basic flex credits for health coverage plus additional credits
10 for life insurance coverage. Basic flex credits amount to \$67.54 per employee for
11 each of 24 pay periods. Life insurance credits are equal to the premium to provide
12 each bargaining unit employee with coverage of one and one-half times their annual
13 base pay; each management employee with coverage of two times their annual
14 salary, and senior management employees with coverage of \$50,000. The 2016 test
15 year estimate for flex credits is \$505,700 as shown in HELCO-1208, page 1.

16 Q. How is the level of flex credits and prices determined?

17 A. The difference between flex credits and prices is the employee contributions, which
18 is estimated at (\$1,206,000). The maximum amount of employee contributions for
19 health plan coverage is negotiated between the Company and the IBEW for
20 bargaining unit employees. As discussed earlier in this testimony, the maximum
21 employee contributions were increased in the current CBA as summarized on page 2
22 of HELCO-1217. The current contribution amount is 18% of premium cost. The

1 same contribution level applies to management employees. Flex credits and prices
2 are set such that the difference between the employer-provided flex basic credits and
3 flex prices charged to employees for health plans will not exceed the maximum
4 employee contributions. HELCO-1209 provides a schedule showing basic flex
5 credits of \$67.54 per pay period for each employee and the prices for health plan
6 options.

7 As an example, each employee receives \$67.54 in basic flex credits each pay
8 period or \$135.08 per month. Assuming that an employee elects family coverage for
9 HMSA Health Plan Hawai'i at \$161.43, vision at \$1.57 and dental at \$8.41 for a
10 total of \$171.41 minus the flex credit of \$67.54, the employee's cost per pay period
11 would be \$103.87 or \$207.74 per month. Employees also receive flex credits for life
12 insurance. As an example, a bargaining unit employee is eligible to receive 1-1/2
13 times their annual salary based on their income as of October 1, prior to the open
14 enrollment period. The employee earns \$52,208 which is multiplied by 1.5%, which
15 would be \$78,312; then is rounded up to the nearest \$1,000, or \$79,000. The basic
16 benefit cost is \$0.049 per \$1,000 that would provide a life credit of \$3.87.
17 The sum of the basic health credit of \$67.54 plus the \$3.87 life credit would provide
18 the employee with a total of \$71.41 that can be used towards purchasing benefits
19 suitable for that employee's needs.

20 The basic health flex credits have been at the same level since 1996, and the
21 flex prices for health plan options have been revised annually as the maximum
22 employee contribution amount increases.

1 Q. How was the estimate for flex credits less flex prices adjusted for the test year?

2 A. The amount was adjusted to reflect new estimates for the health plan premiums and
3 increased employee contributions as negotiated with the IBEW effective
4 January 1, 2014; and updated enrollment and participation estimates based on actual
5 enrollments and participation as of January 1, 2015.³¹

6 Group Medical/Dental/Vision Plans

7 Q. What do group medical/dental/vision plan costs represent?

8 A. These costs represent premiums for medical, dental and vision plans provided under
9 the FlexPlan. Medical plans are provided by HMSA and Kaiser Foundation Health
10 Plan (“Kaiser”). Dental and vision plans are provided by Hawaii Dental Service
11 (“HDS”) and Vision Service Plan (“VSP”), respectively.

12 Q. What health plan options are available in the FlexPlan?

13 A. The 2016 FlexPlan health plan options are as follows:

- 14 1. HMSA CompMed (“CompMed”) with Vision plan
- 15 2. HMSA Health Plan Hawaii ZN (“HPH”) with Vision plan
- 16 3. Kaiser Permanente Group plan with Vision plan
- 17 4. HDS Major Care plan
- 18 5. Waiver of medical coverage
- 19 6. Waiver of dental coverage.

20 Q. How were 2016 test year estimates for medical, dental, and vision plans determined?

³¹ See HELCO-1201, Benefits Expense.

1 A. The 2016 test year estimates were determined by taking the estimated average
2 number of covered employees for each plan, multiplied by the estimated applicable
3 premium rate for 2016. The estimated number of employees covered in each plan
4 was determined by pro-rating the elections made by employees for 2016 by plan to
5 the total estimated number of covered employees for the test year. The calculation
6 worksheets are provided in HELCO-1210 (medical), HELCO-1211 (dental), and
7 HELCO-1212 (vision).

8 Q. Please explain the adjustments to medical, dental and vision plan premiums?

9 A. The adjustments in HELCO-1201, page 1, lines 20-22, column h, were made to
10 update increased employee contributions negotiated with the IBEW effective
11 January 1, 2014 and updated enrollment and participation estimates.

12 Q. How were 2016 premium rates estimated?

13 A. The 2016 premiums are based on actual rates. Estimated premium rates for 2017
14 were determined by increasing 2016 rates by 10.5% for Kaiser and 5.1% for HMSA
15 medical plans, 3.0% for the dental plan and 0% for the vision plan based on
16 preliminary rate information received from HMSA, Kaiser, HDS and VSP. See
17 HELCO-1207.

18 Q. How are medical plan provisions determined?

19 A. Medical plan provisions are determined through the negotiating process between the
20 Company and the IBEW. As discussed earlier in this testimony, the negotiations
21 culminating in the collective bargaining agreement effective January 1, 2014 through
22 October 31, 2018 resulted in a new medical plan, changes to plan provisions, and

1 increases to out-of-pocket employee contributions. Changes to medical plan
2 provisions for HMSA, HPH ZN and Kaiser included increasing annual maximum
3 out- of-pocket limits from \$1,750 per person and \$5,250 per family, to \$2,500 per
4 person and \$7,500 per family. The change from HMSA PPP to HMSA CompMed
5 stipulates that annual deductibles must be satisfied before benefits are applied for
6 services such as ambulance, medical equipment, inpatient mental health services,
7 skilled nursing facilities and home health services received from participating
8 providers. Prior to this change, annual deductibles were applied only when these
9 services were received through non-participating providers.

10 Q. How has Hawai'i Electric Light managed its medical plan?

11 A. The current CBA increased cost sharing by employees and the changes to the
12 medical plan provisions described above serve to reduce premium rates or mitigate
13 some of the annual premium increases. Cost-sharing for health benefits apply to
14 medical, dental and vision benefits. All employees paid 16 percent of costs in 2014,
15 17 percent in 2015, and 18 percent in 2016. Cost sharing for 2017 will be 19 percent
16 and in 2018, 20 percent.

17 The FlexPlan helps to manage health plan costs by offering employees an
18 incentive (flex credit) to waive health plan coverage which results in lower
19 premiums due to fewer claims filed for services. In addition, because of the pre-tax
20 nature of FlexPlan contributions, FICA taxes payable by the employee and Company
21 are reduced. Negotiations going back to 1999 have resulted in cost containment by
22 increasing contributions from employees.

1 Q. Are there any other changes that have reduced medical plan premiums?

2 A. Yes. The Company will experience a reduction in HMSA total premium expense
3 beginning 2016 and ending December 31, 2017 due to the Company's favorable
4 utilization in the trend period ending in 2015 (i.e., employees' claimed medical costs
5 decreased). The reduction in premiums is approximately 1.1% over the two year
6 period ending December 31, 2017.

7 Q. What other factors affect medical plan costs?

8 A. Other drivers of medical plan costs include general health care inflation experienced
9 in Hawai'i and the rest of the nation due to an aging population, rising consumer
10 expectations, new and more expensive medical technology, and increases in
11 reimbursements to physicians and hospitals. Increased costs are also attributable to
12 mandated benefit provisions as required under the Hawai'i Prepaid Health Care Act
13 and nationally under Health Care Reform - Patient Protection and Affordable Care
14 Act ("PPACA" or "ACA") which includes provisions for extended dependent
15 coverage for children up to age 26, free preventive health services, eliminating life
16 time limits, and numerous pass-through fees such as ACA Effectiveness Research
17 fee, Health Insurer fee, Transitional Reinsurance fee, Insurer Assessment, and
18 Patient Centered Outcome Research Institute fees. These fees alone are costly and
19 increase premium rates.

20 Group Life Insurance

21 Q. What costs are included in this category of employee benefits?

1 A. This category includes premiums for group life (basic and supplemental coverage),
2 dependent life and AD&D insurance coverages as elected by employees under the
3 FlexPlan, and amounts to \$64,900 as shown on HELCO-1201, page 1, line 26,
4 column k. Employees pay 100% of the cost for supplemental group life, dependent
5 life and AD&D insurance if they elect to do so.

6 Q. How is the cost of Group Life Insurance included as part of the 2016 test year
7 estimate for the FlexPlan?

8 A. As mentioned earlier in this testimony, Hawai'i Electric Light provides employees
9 sufficient flex credits to cover the cost of their basic life insurance. One hundred
10 percent of life insurance premiums other than flex credits amounts provided by
11 Hawai'i Electric Light are paid by the employee. The Group Life Insurance Plan test
12 year estimate reflects the estimated company cost for basic life insurance and is
13 shown on HELCO-1201, page 1, line 26, column k.

14 Group Long-Term Disability Benefits

15 Q. What is the 2016 test year estimate of long-term disability ("LTD") benefits?

16 A. The 2016 test year estimate for this category of employee benefits is \$46,500.³²

17 Q. How was the test year estimate adjusted?

18 A. There was an upward adjustment of \$46,500 made to the 2016 operating budget of
19 \$0 for LTD benefits to correct the expense from 501 Outside Services-General,

³² See HELCO-1201, Benefits Expense, line 27, column k.

1 NARUC 926000 to 509 Outside Services-Specific Use, NARUC 926010. Please see
2 HELCO-1201, lines 16 and 28.

3 Q. What costs are included in this category?

4 A. This category includes costs to provide LTD benefits to Hawai'i Electric Light's
5 employees. LTD benefits are income replacement benefits provided to employees in
6 the event of a non-occupational long-term disability that lasts beyond six months.

7 Q. How are LTD benefits provided to employees?

8 A. LTD benefits are provided through an insurance contract with MetLife. Effective
9 January 1, 2003, benefits under the contract are paid on a fully insured basis. Prior
10 to that, the Company paid benefits for the first five years of disability and on a fully
11 insured basis thereafter.

12 Q. Why was the change made from a partially self-insured basis to a fully insured
13 basis?

14 A. The decision to change to a fully insured basis was made primarily due to
15 administrative issues. Under the partially self-insured contract with MetLife, claims
16 for all companies were paid from one bank account which made the tracking and
17 reconciliation of claims paid by the individual companies extremely difficult due to
18 timing differences. While partially self-insured arrangements of this type were once
19 prevalent, these arrangements are now the exception to MetLife's general
20 administrative procedures which limited their ability to provide the data required for
21 the tracking and reconciliation of claims by individual company. Going to a fully
22 insured arrangement with predictable costs was also a factor in making the change.

1 Q. How was the 2016 test year estimate calculated for LTD?

2 A. HELCO-1214 provides the calculation of LTD plan expenses. LTD expense is the
3 sum of the cost of premiums, run outs and claims. All of these components were
4 estimated using their average cost over the 2015 period. Due to favorable claims
5 experience, the actual premiums for 2016 will not increase over 2015 premium rates,
6 barring regulatory, plan design, or demographic changes. The premium rate is an
7 average cost of \$165 per employee. The run outs will remain stable through 2016
8 and the Company is assuming that the claims experience will remain stable through
9 2018. See HELCO-1214 for the calculation of the test year estimate. An estimate
10 was used to derive the cost of premiums for the 2016 test year, totaling \$46,500.
11 Subsequent to the completion of revenue requirements, the Company discovered that
12 the correct estimated cost is \$52,600, for an increase of \$6,100. A correction will be
13 submitted at the next available opportunity.

14 Q. Please define the costs defined as “Run Outs”, and explain the need to separate these
15 amounts from premiums.

16 A. “Run Outs” in this context refers to monthly bank fees and Administrative Services
17 Agreement (“ASA”) charges. These Run Outs are separate from premiums, as they
18 are related only to the third party administration of claims made under the
19 Company’s legacy self-insured LTD program.

20 Q. Please define the costs identified as “Claims”, and explain the need to separate these
21 amounts from premiums.

22 A. The costs identified as “Claims” reflect actual monthly claim payments made.

1 Q. Does Hawai'i Electric Light provide other disability benefits to employees?

2 A. Yes. In addition to LTD benefits, Hawai'i Electric Light provides other disability
3 benefits such as workers' compensation and sick leave to employees. As mentioned
4 earlier in this testimony, benefit levels for workers' compensation and sick leave
5 have been reduced in the current CBA negotiated with the IBEW.

6 Q. How do LTD benefits coordinate with other disability benefits?

7 A. The LTD plan is designed to provide a total level of disability income to employees.
8 Therefore, LTD benefits payable by the plan are offset by any other income received
9 by the disabled employee. For example, sick leave, workers' compensation and
10 social security benefits would offset the LTD benefits.

11 Q. Why do other disability benefits offset LTD benefits?

12 A. These benefits are offset because the plan is designed to encourage employees to
13 return to work and keep disability related costs under control.

14 Group Long-Term Care

15 Q. Please describe the long-term care insurance benefit.

16 A. Effective July 1, 2004, Hawai'i Electric Light provides management employees with
17 a basic level of long term care benefits through an insurance contract. In general, the
18 basic level provides a benefit of \$1,000 per month for up to two years towards the
19 cost of residing in a long-term care facility. Employees also have the option to
20 purchase additional coverage at their cost. Upon retirement or other termination of
21 employment, employees may assume this cost to continue the coverage.

The 2016 test year estimate of \$23,500 represents the Company's portion of the premium for this benefit.³³ Subsequent to the completion of revenue requirements, the Company discovered an error in the calculation, resulting in an increase of \$3,600 for a total estimated cost of \$26,600. This will be corrected at the next available opportunity. From 2015, the average cost of the Company's portion of the premium was \$246 per year per management employee. This cost was multiplied by the 108 forecasted management employees in 2016, resulting in the estimate of \$26,613. See HELCO-1214.

SUMMARY

Q. Please summarize Hawai'i Electric Light's 2016 test year expense for employee benefits.

A. Hawai'i Electric Light's 2016 test year estimate for employee benefits expense of \$8,216,000 includes costs for providing employee benefits to active employees and retirees. Benefits include pension, other postretirement benefits, long-term disability, health plans, life insurance plans, and other miscellaneous benefits. Benefits are negotiated with the IBEW for bargaining unit employees and take into account changes to wages and benefits resulting from the current CBA. Management employees generally receive the same level of benefits as bargaining unit employees with some differences in retirement benefits, long-term disability insurance, group life insurance and long-term care insurance.

³³ See HELCO-1201, Benefits Expense.

1 Negotiations resulted in wage increases that were lower than the prior CBAs
2 as well as in reductions to benefits for both bargaining unit employees and
3 management employees. However, in addition to providing benefits to a greater
4 number of employees, the increase in the cost of providing employee benefits are
5 attributed largely to market conditions outside of the Company's control. From a
6 Total Compensation perspective, the benefit changes negotiated with the IBEW were
7 designed to lower the cost and the value of benefits, thereby reducing the
8 contribution of benefits to the Total Compensation package, but still meet the goal of
9 attracting and retaining a skilled workforce.

10 The costs of pension (NPPC) and postretirement benefits (NPBC) were
11 calculated by the plan's actuary using the new employee benefit plans that are in
12 effect in 2016 and reasonable assumptions in accordance with provisions of FASB
13 ASC 715 and SFAS 106. The Commission approved the adoption of the Pension
14 and OPEB tracking mechanisms for ratemaking purposes, which ensures that over
15 time, Hawai'i Electric Light will recover pension and OPEB costs based on the
16 FASB ASC 715 NPPC and NPBC as explained by Mr. Paul Franklin in HELCO T-
17 11. The other major cost category is medical plan costs, which have been managed
18 by implementation of the FlexPlan, revising benefits and increased cost sharing with
19 employees.

20 Q. Why is Hawai'i Electric Light's Total Compensation package a necessary business
21 expense?

1 A. Hawai'i Electric Light's mission is to provide safe and reliable electric service to its
2 customers. Hawai'i Electric Light's employees are critical to fulfilling this mission.
3 Competitive wages and benefits for the Company's bargaining unit and non-
4 bargaining unit employees will enable Hawai'i Electric Light to attract and retain a
5 highly qualified workforce.

6 Q. Does this conclude your testimony?

7 A. Yes.

LIUONE A. FAAGAI

EDUCATIONAL BACKGROUND AND EXPERIENCE

Business Address: Hawaiian Electric Company, Inc.
200 S. King Street, Suite 1700
Honolulu, HI 96813

Position: General Manager, Human Resources,

Years of Service: 3

Education/Certification: Masters in Human Resources, University of Hawai'i at Manoa
Bachelor of Business Management, University of Phoenix
SHRM-CP - Society for Human Resource Management
Professional Human Resources (PHR) certification, HR
Certification Institute, since May 1, 1999
Utility Executive Course Certification
Prosci Change Management Certification
Leadership Local Style certification, Leadership Works

Past Experience: Kamehameha Schools
2012 – 2013
HR Director (Interim)

2009 – 2012
Manager, Workforce Investment Group)

2008 – 2009
Manager, HR Client Services and Operations

2002 – 2008
Manager, Employment & Employee Relations

Del Monte Fresh Produce, Inc.
2000 – 2002
Human Resource Manager

King Kamehameha's Kona Beach Hotel
1999 – 2000
Human Resource Manager

The Queen's Medical Center/The Queen's Health System
1990 – 1999
Senior Human Resource Representative/Recruiter

HAWAII ELECTRIC LIGHT COMPANY, INC
ADMINISTRATIVE AND GENERAL EXPENSES - Employee Benefits
(\$000s)

Line	Account Description	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) 2015	(g) Budget 2015	Difference 2015-2016	(h) Budget	(i) Adjustments Normalization	(j) Ratemaking	(k) TY Est 2016	(l) Difference 2015-TY 2016	(m) Reference
926000 Employee Pensions and Benefits															
Qualified Pension Plan															
1	Net Periodic Pension Cost	2,744.0	3,860.0	3,860.0	3,860.0	3,860.0	3,860.0	7,636.0	3,766.0	-723.0 ⁽¹⁾	0.0	0.0	6,903.0	3,043.0	HELCO-1301
2	Amortization of Regulated Pension Asset	2,564.0	962.0	1,072.0	1,072.0	1,072.0	1,072.0	552.0	3,581.0	0.0	0.0	0.0	4,592.0	3,560.0	HELCO-1111, page 1
3	Amortization of Regulated Asset-Tracker	0.0	962.0	1,072.0	1,072.0	1,072.0	1,072.0	552.0	3,581.0	0.0	0.0	0.0	4,592.0	3,560.0	HELCO-1111, page 2
4	Amortization of Excess Pension Funding	0.0	0.0	0.0	0.0	0.0	0.0	609.0	609.0	0.0	0.0	0.0	609.0	609.0	HELCO-1111, page 3
5	Other - Not Used	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
6	Total Qualified Pension Plan	5,298.0	5,464.0	5,429.0	5,429.0	5,429.0	5,429.0	12,718.0	7,269.0	-723.0	0.0	0.0	11,995.0	6,566.0	
Non-Qualified Pension Plans															
7	Net Periodic Pension Plans	-13.5	-14.2	-3.9	-3.1	-2.4	-3.0	-4.0	-1.0	0.0	0.0	4.0 ⁽²⁾	0.0	3.0	HELCO-WP-1503, line 16
8	Net Periodic Benefit Cost	1,266.0	212.0	212.0	212.0	212.0	212.0	0.0	-212.0	0.0	0.0	0.0	0.0	-212.0	HELCO-1302, HELCO-1112, page 4 note A
9	Adjustment for Executive Life Program	97.0	100.0	98.0	53.0	58.0	41.0	49.0	8.0	-49.0 ⁽³⁾	0.0	0.0	0.0	-41.0	HELCO-1112, page 6
10	Amortization of SFAS 106 Regulatory Asset	264.0	191.0	191.0	191.0	191.0	191.0	0.0	-191.0	0.0	0.0	0.0	0.0	-191.0	HELCO-1112, page 2
11	Amortization of Regulatory Asset-Tracker	0.0	-64.0	-66.0	-66.0	-66.0	-66.0	-309.0	-243.0	0.0	0.0	0.0	-309.0	-243.0	HELCO-1112, page 4
12	Other - Not Used	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
13	Total Other Post Retirement Benefits	1,627.0	439.0	435.0	390.0	395.0	378.0	-260.0	-638.0	0.0	0.0	-49.0	-309.0	-687.0	
Defined Contribution Plan Benefit															
14	Defined Contribution Plan Benefit	0	0.3	15.6	60.6	99.0	137.0	167.0	30.0	40.0 ⁽⁴⁾	29.0 ⁽⁵⁾	0.0	207.0	70.0	HELCO-WP-1203
16	Other Benefits Administration	260.2	361.6	356.1	283.0	111.0	-289.9	200.9	484.8	-234.6 ⁽⁶⁾	29.0	-45.0	-4.7	279.2	HELCO-1223
17	Subtotal Non-Labor	7,171.8	6,260.7	6,281.9	6,163.6	6,031.6	5,657.1	12,821.9	7,164.8	-917.6	29.0	0.0	11,888.3	6,281.2	
18	Labor	218.9	306.6	261.7	427.2	274.6	284.4	268.4	-16.0	-227.5 ⁽⁷⁾	0.0	0.0	-40.9	-243.5	HELCO-1215
19	Total 926000	7,390.6	6,567.3	6,493.6	6,596.8	6,306.2	5,941.5	13,090.3	7,148.8	-1,145.1	29.0	-45.0	11,929.2	5,987.7	
929010 Employee Benefits-Flex Credits															
Flex Credits															
20	Flex Credits	621.4	621.9	646.4	673.8	672.5	563.8	510.5	-53.4	-4.8 ⁽⁸⁾	-89.9 ⁽¹⁰⁾	0.0	505.7	-58.2	HELCO-1208, page 1
21	Employee Contributions	-365.0	-922.4	-1,163.5	-1,264.1	-1,332.8	-1,236.4	-1,092.9	148.5	-24.2 ⁽⁹⁾	-23.8 ⁽¹⁴⁾	0.0	-1,206.0	30.4	HELCO-WP-1202, lines 5 and 7
22	HMSA Early Termination Fee	0.0	0.0	0.0	0.0	0.0	0.0	71.5	71.5	0.0	0.0	0.0	47.7	47.7	HELCO-WP-1205
23	Group Medical Plan	2,749.4	2,911.8	3,087.4	3,279.6	3,524.0	3,603.4	3,627.2	23.8	-31.2 ⁽¹⁰⁾	271.7 ⁽¹⁶⁾	0.0	3,867.7	264.3	HELCO-1210
24	Group Dental Plan	304.0	321.4	321.4	334.2	319.2	293.3	291.6	-1.7	-2.7 ⁽¹⁰⁾	7.3 ⁽¹⁶⁾	0.0	296.2	2.9	HELCO-1211
25	Group Vision Plan	54.7	50.0	56.2	57.9	59.2	55.7	55.8	0.1	-0.5 ⁽¹⁰⁾	1.5 ⁽¹⁷⁾	0.0	56.8	1.1	HELCO-1212
26	Group Life Insurance Plan	196.1	199.2	209.5	221.2	230.2	164.1	65.5	-98.6	-0.6 ⁽¹⁰⁾	0.0	0.0	64.9	-99.2	HELCO-1208, page 1
27	Group Long-Term Disability	88.6	58.2	61.8	65.5	67.8	53.1	0.0	-53.1	46.5 ⁽¹¹⁾	0.0	0.0	46.5	-6.6	HELCO-1214, page 1
28	Group Long-Term Care	21.6	21.5	34.9	33.3	28.9	24.9	0.0	-24.9	23.0 ⁽¹²⁾	0.0	0.0	23.0	-1.9	HELCO-1214, page 2
29	Other Benefits Administration	37.6	-138.2	-15.5	-0.3	1.7	12.7	0.0	-12.7	0.0	167.8	0.0	3,702.5	167.9	
30	Subtotals Non-Labor	3,138.3	3,123.5	3,201.5	3,411.1	3,570.7	3,534.6	3,529.2	-4.4	5.5	0.0	0.0	0.0	0.0	
31	Labor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.5	167.8	0.0	3,702.5	167.9	
32	Total 929010	3,138.3	3,123.5	3,201.5	3,411.1	3,570.7	3,534.6	3,529.2	-4.4	5.5	167.8	0.0	3,702.5	167.9	
Employee Benefits Transfer															
33	926020 Employee Benefits Transfer	-2,369.8	-2,560.9	-2,774.3	-3,023.2	-3,219.8	-3,336.5	-7,057.5	-3,721.0	283.0 ⁽¹⁸⁾	-641.0 ⁽¹⁹⁾	0.0	-6,774.5	-9,438.0	HELCO-1133
34	Vacancy Adjustment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-641.0 ⁽¹⁹⁾	0.0	0.0	-641.0	-641.0	HELCO-WP-1103C, item 4
	Total 926020	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-358.0	0.0	0.0	-7,415.5	-1,079.0	
35	Grand Total Charged to O&M	8,159.1	7,119.9	6,920.8	6,984.8	6,657.1	6,139.5	9,562.0	3,422.5	-1,497.6	196.8	-45.0	8,216.2	2,076.7	
Explanation of Adjustments															
1	Adjustment to update NPPC per HELCO-1111, page 2														
2	Adjustment to delete non-qualified pension expense to simplify and limit issues in this case														
3	Adjustment to delete executive life program to simplify and limit issues in this case														
4	Adjustment to include additional costs to matching contributions														
5	Adjustment to reclass Long Term Care Insurance (WP-1503, item 20), LTD Premium (WP-1503, item 21) and Pension Administration Fees (WP-1503, item 22) Adjustment to change accounting treatment of training (HELCO-WP-803, item 2)														
6	Adjustment to normalize training materials (WP-1503, item 4)														
7	Adjustment to change accounting treatment of T&D training (WP-803, item 2), Vacancy adjustment (WP-1103, item 3)														
8	Adjustment to correct contribution percentage														
9	Adjustment to reflect costs based on current employees (HELCO-WP-1503, line 1)														
10	Adjustment to correct Long term Disability expense element Budget adjustment for line 27 should be \$52.6 for a change of (62.6 - 46.5 = 6.1) A correction will be made at the first available opportunity														
11	Adjustment to correct Long term Care expense element Budget adjustment for line 24 should be \$26.6 for a change of (26.6 - 23.0 = 3.6) A correction will be made at the first available opportunity														
12	Adjustment to account for increase in contribution percentage over 3 years (HELCO-WP-1202 E)														
13	Adjustment to early termination fee prorated over 3 years Incorrect fee used, normalization adjustment should be (\$161 / 3 = \$53.6) for a change of (53.6 - 47.7 = 5.9) A correction will be made the first available opportunity														
14	Adjustment to account for medical premiums increase each year														
15	Adjustment to account for vision premiums increase each year														
16	Adjustment to account for vision premiums increase each year														
17	Employee Benefits Transfer (WP-1103, item 2)														
18	Employee Benefits Transfer adjustment for vacancy rate (WP-1103, item 4)														

Note #	reference	Block	Acct	RA	Act	Loc	Ind	Proj	EE	L /NL	ADJUSTMENTS		
											budget	normalization	ratemaking
1	HELCO-WP-1503-19	B38	926000	HNP	779	HEL	NE	NHNZZZZZ	501	NL	(723.000)	-	-
2	HELCO-WP-1503-16	B38	926000	HNP	779	HEL	NE	NHNZZZZZ	501	NL		-	4.000
3	HELCO-WP-1503-17	B38	926000	HNP	779	HEL	NE	NHNZZZZZ	501	NL	-	-	(49.000)
4	HELCO-WP-1503-18	B38	926000	HNP	779	HEL	NE	NHNZZZZZ	501	NL	40.469	-	-
5	HELCO-WP-1503-20	B38	926000	HNP	780	HEL	NE	NHNZZZZZ	501	NL	(23.000)	-	-
5	HELCO-WP-1503-21	B38	926000	HNP	780	HEL	NE	NHNZZZZZ	501	NL	(46.500)	-	-
5	HELCO-WP-1503-22	B38	926000	HNP	779	HEL	NE	NHNZZZZZ	501	NL	46.000	-	-
5*	HELCO-WP-803-2	B38	926000	HDA			NE		404	NL	2.132	-	-
5*	HELCO-WP-803-2	B38	926000	HDC	789		NE	Various	501, Various	NL	(67.698)	-	-
5*	HELCO-WP-803-2	B38	926000	HDH	789		NE	Various	501, Various	NL	(75.984)	-	-
5*	HELCO-WP-803-2	B38	926000	HDK	789		NE	Various	501, Various	NL	(30.844)	-	-
5*	HELCO-WP-803-2	B38	926000	HDR	789		NE	Various	501, Various	NL	(1.778)	-	-
5*	HELCO-WP-803-2	B38	926000	HDW	789		NE	Various	501, Various	NL	(39.219)	-	-
5*	HELCO-WP-803-3	B38	926000	HDA			NE		404	NL	2.301	-	-
5 TOTAL											(234.590)		
6	HELCO-WP-1503-04	B38	926000	HNP	788	HEL	NE	NHNZZZZZ	201	NL	-	29.000	-
6 TOTAL													
7	HELCO-WP-1103C-3	B38	926000						150	L	(3.191)	-	-
7*	HELCO-WP-803-2	B38	926000	HDC	789		NE	Various	150,421	L	(69.746)	-	-
7*	HELCO-WP-803-2	B38	926000	HDH	789		NE	Various	150,421	L	(87.025)	-	-
7*	HELCO-WP-803-2	B38	926000	HDK	789		NE	Various	150,421	L	(35.243)	-	-
7*	HELCO-WP-803-2	B38	926000	HDR	789		NE	Various	150,421	L	(1.924)	-	-
7*	HELCO-WP-803-2	B38	926000	HDW	789		NE	Various	150,421	L	(30.420)	-	-
7 TOTAL (see note below)											(227.549)		
8-9	HELCO-WP-1503-03	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	(28.905)	-	-
10	HELCO-WP-1503-01	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	(35.127)	-	-
11	HELCO-WP-1503-21	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	46.500	-	-
12	HELCO-WP-1503-20	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	23.000	-	-
13	HELCO-WP-1503-03	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	-	(88.948)	-
14	HELCO-WP-1503-02	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	-	(23.833)	-
15-17	HELCO-WP-1503-01	B38	926010	HNP	778	HEL	NE	NHNZZZZZ	509	NL	-	280.476	-
18	HELCO-WP-1103-2	B38	926020						900	NL	283.000	-	-
19	HELCO-WP-1103-4	B38	926020						900	NL	(641.000)	-	-
											(1,959.340)	196.695	(45.000)
											926000 (1,144.670)	29.000	(45.000)
											926010 5.468	167.695	-
											926020 (358.000)	-	-
											(1,497.202)	196.695	(45.000)

* updated 8.4.2016 (budget adj instead of ratemaking; no change to \$).

NOTE: totals may not tie due to rounding

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Pursuant To Protective Order No._____.**

HELCO-1202
DOCKET NO. 2015-0170
PAGES 1-26 OF 26

HELCO-1202 contains confidential information and
will be provided after a Protective Order is issued in this proceeding.

Not Used

Not Used

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HELCO-1205
DOCKET NO. 2015-0170
PAGES 1-27 OF 27

HELCO-1205 contains confidential information and
will be provided after a Protective Order is issued in this proceeding.

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HELCO-1206
DOCKET NO. 2015-0170
PAGES 1-20 OF 20

HELCO-1206 contains confidential information and
will be provided after a Protective Order is issued in this proceeding.

2016 Active Premium Basis -- 5-Year Average

FOR BUDGET & RATE CASE

		2010		2011		2012		2013		2014		2015		2016		2017		2018		5 Year Average (2012-2016)	
		RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	EST. RATE	% Change	EST. RATE	% Change	Rates	% Change
PPP	Single	274.67	15.20%	293.04	6.69%	295.34	N/A	299.40	1.37%	320.88	7.17%	369.10	15.03%	363.90	-1.41%	382.46	5.10%	420.70	10.00%	329.72	N/A
	Single Parent	561.93	16.06%	599.54	6.69%	609.42	N/A	626.16	2.75%	641.76	2.49%	738.22	15.03%	727.84	-1.41%	764.96	5.10%	841.46	10.00%	668.68	N/A
	Couple	676.35	16.07%	721.62	6.69%	733.58	N/A	753.80	2.76%	770.12	2.17%	885.88	15.03%	873.42	-1.41%	917.96	5.10%	1009.76	10.00%	803.36	N/A
	Family	731.32	16.12%	780.28	6.69%	793.64	N/A	816.22	2.85%	898.48	10.08%	1,033.54	15.03%	1,019.00	-1.41%	1,070.97	5.10%	1,178.07	10.00%	912.18	N/A
CompMED A (eff 1/1/2012)		DISCONTINUED																			
HPH Plus	Single	329.50	15.74%	351.54	6.69%	356.50	N/A	364.48	2.24%	374.52	2.75%	429.30	14.63%	420.78	-1.98%	442.24	5.10%	486.46	10.00%	389.12	N/A
	Single Parent	645.56	16.37%	688.78	6.69%	702.86	N/A	725.58	3.23%	749.04	3.23%	858.66	14.63%	841.64	-1.98%	884.56	5.10%	973.02	10.00%	775.56	N/A
	Couple	776.97	16.37%	828.98	6.69%	846.00	N/A	873.42	3.24%	898.86	2.91%	1,030.42	14.64%	1,009.98	-1.98%	1,061.49	5.10%	1,167.64	10.00%	931.74	N/A
	Family	846.40	16.44%	903.06	6.69%	922.18	N/A	952.98	3.34%	1,048.66	10.04%	1,202.12	14.63%	1,178.28	-1.98%	1,238.37	5.10%	1,362.21	10.00%	1,060.84	N/A
HPH Z-N (eff 1/1/2012)		DISCONTINUED																			
Kaiser	Single	277.58	6.72%	309.64	11.55%	349.57	12.90%	360.79	3.21%	355.53	-1.46%	409.41	15.15%	452.40	10.50%	499.90	10.50%	569.89	14.00%	385.54	8.06%
	Single Parent	532.93	6.72%	594.48	11.55%	671.18	12.90%	692.72	3.21%	711.06	2.65%	818.81	15.15%	904.80	10.50%	999.80	10.50%	1,139.78	14.00%	759.71	8.88%
	Couple	641.18	6.72%	715.24	11.55%	807.52	12.90%	833.42	3.21%	853.27	2.38%	982.58	15.15%	1,085.76	10.50%	1,199.76	10.50%	1,367.73	14.00%	912.51	8.83%
	Family	699.48	6.72%	780.27	11.55%	880.93	12.90%	909.19	3.21%	995.48	9.49%	1,146.34	15.15%	1,266.72	10.50%	1,399.73	10.50%	1,595.69	14.00%	1,039.73	10.25%
Vision eff. 1/1/09 - 4-tier	Single	5.48	7.87%	5.48	0.00%	5.95	8.58%	5.95	0.00%	6.07	2.02%	6.45	6.26%	6.45	0.00%	6.45	0.00%	6.45	0.00%	6.17	3.37%
	Single Parent	11.07	7.89%	11.07	0.00%	12.02	8.58%	12.02	0.00%	12.27	2.08%	13.03	6.19%	13.03	0.00%	13.03	0.00%	13.03	0.00%	12.47	3.37%
	Couple	13.43	7.96%	13.43	0.00%	14.59	8.64%	14.59	0.00%	14.89	2.06%	15.81	6.18%	15.81	0.00%	15.81	0.00%	15.81	0.00%	15.14	3.37%
	Family	14.78	7.96%	14.78	0.00%	16.05	8.59%	16.05	0.00%	16.38	2.06%	17.39	6.17%	17.39	0.00%	17.39	0.00%	17.39	0.00%	16.65	3.36%
Maj-HDS	Single	32.11	8.01%	34.17	6.42%	31.71	-7.20%	30.36	-4.26%	31.27	3.00%	32.67	4.48%	32.68	0.03%	33.50	2.50%	34.33	2.50%	31.74	-0.79%
	Couple	64.18	7.99%	68.29	6.40%	63.37	-7.20%	60.68	-4.24%	62.50	3.00%	65.29	4.46%	65.30	0.02%	66.93	2.50%	68.61	2.50%	63.43	-0.79%
	Family	91.84	8.00%	97.73	6.41%	90.69	-7.20%	86.84	-4.25%	89.45	3.01%	93.44	4.46%	93.44	0.00%	95.78	2.50%	98.17	2.50%	90.77	-0.80%

FOR BUDGET & RATE CASE

2016 Active Premium Basis -- 5-Year Average

Group Life	Basic Supplemental	2010		2011		2012		2013		2014		2015		2016		2017		2018		5 Year Average (2012-2016)	
		RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	RATE	% Change	EST. RATE	% Change	EST. RATE	% Change	Rates	% Change
		0.150	0.00%	0.150	0.00%	0.150	0.00%	0.150	0.00%	0.15	0.00%	0.10	0.00%	0.10	0.00%	0.10	0.00%	0.10	0.00%	0.13	-6.53%
		0.045	0.00%	0.045	0.00%	0.045	0.00%	0.045	0.00%	0.045	0.00%	0.036	0.00%	0.04	0.00%	0.04	0.00%	0.04	0.00%	0.04	-4.00%
		0.050	0.00%	0.050	0.00%	0.050	0.00%	0.050	0.00%	0.050	0.00%	0.040	0.00%	0.04	0.00%	0.04	0.00%	0.04	0.00%	0.05	-4.00%
		0.083	0.00%	0.083	0.00%	0.083	0.00%	0.083	0.00%	0.083	0.00%	0.066	0.00%	0.07	0.00%	0.07	0.00%	0.07	0.00%	0.08	-4.10%
		0.111	0.00%	0.111	0.00%	0.111	0.00%	0.111	0.00%	0.111	0.00%	0.089	0.00%	0.09	0.00%	0.09	0.00%	0.09	0.00%	0.10	-3.96%
		0.161	0.00%	0.161	0.00%	0.161	0.00%	0.161	0.00%	0.161	0.00%	0.129	0.00%	0.13	0.00%	0.13	0.00%	0.13	0.00%	0.15	-3.98%
		0.283	0.00%	0.283	0.00%	0.283	0.00%	0.283	0.00%	0.283	0.00%	0.226	0.00%	0.23	0.00%	0.23	0.00%	0.23	0.00%	0.26	-4.03%
		0.456	0.00%	0.456	0.00%	0.456	0.00%	0.456	0.00%	0.456	0.00%	0.365	0.00%	0.37	0.00%	0.37	0.00%	0.37	0.00%	0.42	-3.99%
		0.770	0.00%	0.770	0.00%	0.770	0.00%	0.770	0.00%	0.770	0.00%	0.616	0.00%	0.62	0.00%	0.62	0.00%	0.62	0.00%	0.71	-4.00%
		1.443	0.00%	1.443	0.00%	1.443	0.00%	1.443	0.00%	1.443	0.00%	1.154	0.00%	1.15	0.00%	1.15	0.00%	1.15	0.00%	1.33	-4.01%
Dep Life	\$10,000	1.780	0.00%	1.780	0.00%	1.780	0.00%	1.780	0.00%	1.780	0.00%	1.780	0.00%	1.78	0.00%	1.78	0.00%	1.78	0.00%	1.78	0.00%
	\$25,000	4.700	0.00%	4.700	0.00%	4.700	0.00%	4.700	0.00%	4.700	0.00%	4.700	0.00%	4.70	0.00%	4.70	0.00%	4.70	0.00%	4.70	0.00%
AD&D	Single	0.030	0.00%	0.030	0.00%	0.030	0.00%	0.030	0.00%	0.030	0.00%	0.030	0.00%	0.03	0.00%	0.03	0.00%	0.03	0.00%	0.03	0.00%
	Family	0.050	0.00%	0.050	0.00%	0.050	0.00%	0.050	0.00%	0.050	0.00%	0.041	0.00%	0.04	0.00%	0.04	0.00%	0.04	0.00%	0.05	-3.60%
LTD	per \$100	0.30	0.00%	0.21	-30.00%	0.21	-30.77%	0.21	-30.77%	0.210	0.00%	0.176	-16.19%	0.18	0.00%	0.18	0.00%	0.18	0.00%	0.20	-3.24%
	BU	0.39	0.00%	0.27	-30.77%	0.27	-30.77%	0.27	-30.77%	0.270	0.00%	0.227	-15.93%	0.23	0.00%	0.23	0.00%	0.23	0.00%	0.25	-3.19%
	NBU																				

NOTE 1: CompMED A and HPH Z-N Plans are effective 1/1/2012, so only a 4 year average of rate changes is available

NOTE 2: 2015 Carrier was changed for Group Life, Dep Life, AD&D and LTD.

Company Name: HELCO
Participant Data as of 8/1/2015

Flex Credits

2016							
	2016 Projected Employee Count ³	Projected Life Premium Increase	Salary Wage Projected Increase ⁴	Avg Monthly Basic Life Credit	Per Pay Pd \$67.54	Flex Credits Monthly \$135.08	Annual \$1,620.96
1 Total Flex Credits per month @ 1/1/2016	322.0				\$23,997.18	\$47,994.37	\$575,932.41
Basic Flex Credits							
Regular Employees	314.9				\$21,269.43	\$42,538.85	\$510,466.24
Other (Non-Flex) ¹	7.1				\$0.00	\$0.00	\$0.00
2 Total Basic Flex Credits	322.0				\$21,269.43	\$42,538.85	\$510,466.24
3 Group Basic Life Credit						\$5,455.51	
4 Average Basic Life Credit Per Reg Employee (Group Basic Life Credit / # of Regular Employees)						\$17.32	
5 Basic Life Credit - Regular Employees							
a. BU Employees ²	208.1	0.0%	3.25%	\$17.23		\$3,586.24	\$43,034.83
b. Merit Employees ²	106.8	0.0%	3.85%	\$17.50		\$1,869.28	\$22,431.34
c. Total Regular Employees	314.9					\$5,455.51	\$65,466.17
6 Forecasted Total Flex Credits (2 + 5c.)						\$47,994.37	\$575,932.41

¹ Projected employees at 1/1/2016 not covered under FlexPlan

² As of 1/1/2016 Total BU and Merit Employees Regular Employees Projection

³ 13-month average employee count for benefits (excludes PT/Temp/Summer Hires)

⁴ Wage cutoff for 1/1/2016 Flex Enrollment is 11/1/2015, therefore:

a. BU Employee: wage as of 11/1/2015 x 3.25% wage increase at 1/1/2016

b. Merit Employee: salary as of 11/1/2015 x 3.85% for 2016

HELCO
Flex Plan Premiums
2015

Plan Options	Premiums Per Month			Flex Plan Price per Pay Pd	
	2015	2016		2015	2016
			% Increase		
Credits				67.54	67.54
HMSA HPH Z-N					
Single	429.30	420.78	-1.98%	92.55	93.25
Single Parent	858.66	841.64	-1.98%	129.04	131.13
Couple	1,030.42	1,009.98	-1.98%	143.64	146.28
Family	1,202.12	1,178.28	-1.98%	158.24	161.43
HMSA Comp MED A					
Single	369.10	363.90	-1.41%	87.43	88.13
Single Parent	738.22	727.84	-1.41%	118.81	120.89
Couple	885.88	873.42	-1.41%	131.36	133.99
Family	1,033.54	1,019.00	-1.41%	143.91	147.09
Kaiser HMO					
Single	409.41	452.40	10.50%	90.86	96.10
Single Parent	818.81	904.80	10.50%	125.66	136.81
Couple	982.58	1,085.76	10.50%	139.58	153.10
Family	1,146.34	1,266.72	10.50%	153.50	169.39
Vision					
Single	6.45	6.45	0.00%	0.55	0.58
Single Parent	13.03	13.03	0.00%	1.11	1.17
Couple	15.81	15.81	0.00%	1.34	1.42
Family	17.39	17.39	0.00%	1.48	1.57
Dental					
Single	32.67	32.68	0.03%	2.78	2.94
Couple	65.29	65.30	0.02%	5.55	5.88
Family	93.44	93.44	0.00%	7.94	8.41

Effective 2016	Single	Single Parent	Couple	Family
HMSA HPH Z-N				
Medical	93.25	131.13	146.28	161.43
Vision	0.58	1.17	1.42	1.57
Dental	2.94	8.41	5.88	8.41
Total Prices	96.77	140.71	153.58	171.41
Less Credits	67.54	67.54	67.54	67.54
Employee Contribution	29.23	73.17	86.04	103.87
HMSA Comp MED A				
Medical	88.13	120.89	133.99	147.09
Vision	0.58	1.17	1.42	1.57
Dental	2.94	8.41	5.88	8.41
Total Prices	91.65	130.47	141.29	157.07
Less Credits	67.54	67.54	67.54	67.54
Employee Contribution	24.11	62.93	73.75	89.53
Kaiser HMO				
Medical	96.10	136.81	153.10	169.39
Vision	0.58	1.17	1.42	1.57
Dental	2.94	8.41	5.88	8.41
Total Prices	99.62	146.39	160.40	179.37
Less Credits	67.54	67.54	67.54	67.54
Employee Contribution	32.08	78.85	92.86	111.83

Company Name: **HELCO**
Participant Data as of 8/1/2015

	1 8/1/2015 Enrollment Count	2 Participation %	3 2015 Monthly Premium Rate	2016				
				4 Projected Enrollment	5 Rate Increase	6 Monthly Premium Rate	7 Monthly Total	8 Annual Total
HMSA HPH Z-N				322				
Single	18	6.2%	\$429.30	19.8	-1.985%	\$420.78	\$ 8,331	\$ 99,972
Single Parent	7	2.4%	\$858.66	7.7	-1.982%	\$841.64	\$ 6,481	\$ 77,772
Couple	19	6.5%	\$1,030.42	21.0	-1.984%	\$1,009.98	\$ 21,210	\$ 254,520
Family	91	31.2%	\$1,202.12	100.3	-1.983%	\$1,178.28	\$ 118,181	\$ 1,418,172
	135	46.2%		148.8			\$ 154,203	\$ 1,850,436
HMSA Comp MED A								
Single	26	8.9%	\$369.10	28.7	-1.409%	\$363.90	\$ 10,444	\$ 125,328
Single Parent	12	4.1%	\$738.22	13.2	-1.406%	\$727.84	\$ 9,607	\$ 115,284
Couple	13	4.5%	\$885.88	14.3	-1.407%	\$873.42	\$ 12,490	\$ 149,880
Family	62	21.2%	\$1,033.54	68.4	-1.407%	\$1,019.00	\$ 69,700	\$ 836,400
	113	38.7%		124.6			\$ 102,241	\$ 1,226,892
HMSA Comp MED A No Drugs								
Single	2	0.7%	\$316.32	2.2	-5.513%	\$298.88	\$ 658	\$ 7,896
Single Parent	1	0.3%	\$632.64	1.1	-5.513%	\$597.76	\$ 658	\$ 7,896
Couple	0	0.0%	\$759.16	0.0	-5.514%	\$717.30	\$ -	\$ -
Family	2	0.7%	\$885.70	2.2	-5.514%	\$836.86	\$ 1,841	\$ 22,092
	5	1.7%		5.5			\$ 3,157	\$ 37,884 ⁽⁹⁾
Kaiser HMO								
Single	3	1.0%	\$409.41	3.3	10.500%	\$452.40	\$ 1,493	\$ 17,916
Single Parent	5	1.7%	\$818.81	5.5	10.502%	\$904.80	\$ 4,976	\$ 59,712
Couple	9	3.1%	\$982.58	9.9	10.501%	\$1,085.76	\$ 10,749	\$ 128,988
Family	16	5.5%	\$1,146.34	17.6	10.501%	\$1,266.72	\$ 22,294	\$ 267,528
	33	11.3%		36.3			\$ 39,512	\$ 474,144
Kaiser HMO No Drugs								
Single	0	0.0%	\$383.69	0.0	10.501%	\$423.98	\$ -	\$ -
Single Parent	0	0.0%	\$767.39	0.0	10.499%	\$847.96	\$ -	\$ -
Couple	0	0.0%	\$920.87	0.0	10.499%	\$1,017.55	\$ -	\$ -
Family	0	0.0%	\$1,074.34	0.0	10.499%	\$1,187.14	\$ -	\$ -
	0	0.0%		0.0			\$ -	\$ -
Total Medical	286	97.9%		315.2			\$ 299,113	\$ 3,589,356
Total Medical Waive	6	2.1%		6.6				
Total Employees	292	100.0%		321.8				
Total HMSA	HNP 778 HEL NE NHNZZZZZ 509						\$ 259,601	\$ 3,115,212
Total Kaiser	HNP 778 HEL NE NHNZZZZZ 509						\$ 39,512	\$ 474,144
Total Medical							\$ 299,113	\$ 3,589,356 ^(9, 10)

Notes:

- 1 Enrollment Count from Oracle HRMS
- 2 Participation % = Enrollment Count (col. 1) divided by Total Employees
- 3 Monthly Premium Rate = 2015 Rates per HMSA and Kaiser
- 4 a. 2016 Total Projected Enrollment = Avg EE Count for Benefits
b. 2016 Projected Enrollment = Participation % (col. 2) x Total Projected Enrollment
- 5 Rate Increase based on contract
- 6 2016 Monthly Premium Rate
- 7 2016 Monthly Total = 2016 Projected Enrollment (col. 4) x Monthly Premium Rate (col. 6)
- 8 2016 Annual Total = 2016 Monthly Premium Rate (col. 7) x 12
- 9 Total includes \$37,884 of non-flex premium additions (employees who are ineligible to participate in the Flex Plan).
- 10 Inadvertently double-counted non-flex premium additions for Budget entry. Total Medical Premiums in HELCO-1201 (h) should be \$3,627,240 - \$37,884 = \$3,589,356 for a reduction of \$37,884. A correction will be made at the first available opportunity.

Company Name: **HELCO**
Participant Data as of 8/1/2015

			2016					
	1	2	3	4	5	6	7	8
	8/1/2015 Enrollment Count	Participation %	Monthly Premium Rate	Projected Enrollment	Rate Increase	Monthly Premium Rate	Monthly Total	Annual Total
				322				
Dental								
Single	49	16.8%	\$ 32.67	54.0	0.031%	\$ 32.68	\$ 1,765	\$ 21,180
Couple	54	18.5%	\$ 65.29	59.5	0.015%	\$ 65.30	\$ 3,885	\$ 46,620
Family	181	62.0%	\$ 93.44	199.6	0.000%	\$ 93.44	\$ 18,651	\$ 223,812
	284	97.3%		313.1			\$ 24,301	\$ 291,612
Total Dental Enrollment	284	97.3%		313.1			\$ 24,301	\$ 291,612
Total Dental Waive	8	2.7%		8.8				
Total Employees	292	100.0%		321.9				

HNP 778 HEL NE NHNZZZZZ 509

\$ 24,301 \$ 291,612

Notes:

- 1 Enrollment Count from Oracle HRMS
- 2 Participation % = Enrollment Count (col. 1) divided by Total Employees
- 3 Monthly Premium Rate = 2015 Rates
- 4 a. 2016 Total Projected Enrollment = Avg EE Count for Benefits
- 5 Per HDS contract
- 6 2016 Monthly Premium Rate
- 7 2016 Monthly Total = 2016 Projected Enrollment (col. 4) x Monthly Premium Rate (col. 6)
- 8 2016 Annual Total = 2016 Monthly Premium Rate (col. 7) x 12

Company Name: **HELCO**
Participant Data as of 8/1/2015

			2016				
			4	5	6	7	8
			Projected Enrollment	Rate Increase	Monthly Premium Rate	Monthly Total	Annual Total
			322				
Vision	1 1/1/2015 Enrollment Count	2 Participation %	3 Monthly Premium Rate				
Single	47	16.1%	\$ 6.45	51.8	0.000%	\$ 6.45	\$ 334 \$ 4,008
Single Parent	24	8.2%	\$ 13.03	26.5	0.000%	\$ 13.03	\$ 345 \$ 4,140
Couple	42	14.4%	\$ 15.81	46.3	0.000%	\$ 15.81	\$ 732 \$ 8,784
Family	169	57.9%	\$ 17.39	186.4	0.000%	\$ 17.39	\$ 3,241 \$ 38,892
	282	96.6%	311.0			\$ 4,652	\$ 55,824
Total Vision Enrollment	282	96.6%	311.0			\$ 4,652	\$ 55,824
Total Vision Waive	10	3.4%	11.0				
Total Employees	292	100.0%	322.0				
HNP 778 NE NHNZZZZZ 509						\$ 4,652	\$ 55,824

Notes:

- 1 Enrollment Count from Oracle HRMS
- 2 Participation % = Enrollment Count (col. 1) divided by Total Employees
- 3 Monthly Premium Rate = 2015 Rates
- 4 a. 2016 Total Projected Enrollment = Avg EE Count for Benefits
b. 2016 Projected Enrollment = Participation % (col. 2) x Total Projected Enrollment
- 5 Per VSP: 0.0%
- 6 2016 Monthly Premium Rate
- 7 2016 Monthly Total = 2016 Projected Enrollment (col. 4) x Monthly Premium Rate (col. 6)
- 8 2016 Annual Total = 2016 Monthly Premium Rate (col. 7) x 12

**Confidential Information Deleted
Pursuant To Protective Order No._____.**

HELCO-1213
DOCKET NO. 2015-0170
PAGES 1-116 OF 116

HELCO-1213 contains confidential information and
will be provided after a Protective Order is issued in this proceeding.

Hawaii Electric Light Company, Inc
2016 Test Year Rate Case
Administration Department
Long Term Disability Insurance
Work Order HR000308

1 Total 2015 Premiums Paid	\$ 53,088
2 Average 2015 Employee Count	322
3 Cost per Employee	\$ 165
4 Average 2016 Employee Count	<u>319</u>
5 Total Estimated 2016 Premiums	\$ 52,593
6 2016 Test Year Estimate	\$ 46,500

Reference: HELCO-WP-1502, page 1, row 31

CORRECTION TO REFLECT 319 HEADCOUNT. Correction to be made at the next available opportunity.						
Line	Account Description	(g) Budget 2016	(h) Budget	(i) Adjustments Normalization	(j) Ratemaking	(k) TY Est 2016
						(m) Reference
27	Group Long-Term Disability	0 0	46 5	0 0	0 0	46 5
	CORRECTED Group Long-Term Disability	<u>0 0</u>	<u>52 6</u>	<u>0 0</u>	<u>0 0</u>	<u>52 6</u>
	DIFFERENCE	0 0	6 1	0 0	0 0	6 1

Hawaii Electric Light Company, Inc
2016 Test Year Rate Case
Administration Department
Long Term Care Insurance
Work Order HR000309

1 Total 2015 Premiums Paid	\$ 24,888
2 Average 2015 Employee Count	322
3 Cost per Employee	\$ 77
4 Average 2016 Employee Count	319
5 Total Estimated 2016 Premiums	\$ 24,656
6 2016 Test Year Estimate	\$ 23,000

Reference: HELCO-WP-1502, page 1, row 26

Sources:

- Line 1: Accounting Records
- Line 2: HELCO-1519, page 3
- Line 3: Line 1 / Line 3
- Line 4: HELCO -1519, page 3
- Line 5: Line 3 * Line 4

CORRECTION TO REFLECT MANAGEMENT EMPLOYEES ONLY. Correction to be made at the next available opportunity.						
Line	Account Description	(g) Budget 2016	(h) Budget	(i) Adjustments Normalization	(j) Ratemaking	(k) TY Est 2016
						(m) Reference
28	Group Long-Term Care	0 0	23 0	0 0	0 0	23 0
	CORRECTED Group Long-Term Care	0 0	26 6	0 0	0 0	26 6
	DIFFERENCE					3 6

details for corrected calculation

1 Total 2015 Premiums Paid	\$ 24,888
2 2015 MANAGEMENT EE count	101
3 Cost per Employee	\$ 246
4 Average 2016 MANAGEMENT EE Count	108
5 Total Estimated 2016 Premiums	\$ 26,613
6 CORRECTED 2016 Test Year Estimate	\$ 26,613

A B C D E F G H I J K L M N

Account Block	NARUC	RA	Acty	Acty Description	Loc	Ind	Project	Project Description	EE	Labor Class	Hours 2016	SLR	Dollars 2016
A & G Operation	926000	HDC	789	Attend Training	HEL	NE	H0000014	Attend Training	150	TECREW	1,215	51.30	62,311
A & G Operation	926000	HDH	753	Maint Rel-Community	HEL	NE	NHDZZZZZ	Distribution	150	CREW	7	56.04	419
A & G Operation	926000	HDH	787	Dev Empl Training	HEL	NE	NHDZZZZZ	Distribution	150	CREW	2	56.04	105
A & G Operation	926000	HDH	788	Conduct Empl Training	HEL	NE	NHDZZZZZ	Distribution	150	CREW	4	56.04	209
A & G Operation	926000	HDH	789	Attend Training	HEL	NE	H0000014	Attend Training	150	CREW	1,400	56.04	78,456
A & G Operation	926000	HDK	787	Dev Empl Training	HEL	NE	NHDZZZZZ	Distribution	150	CREW	19	56.04	1,078
A & G Operation	926000	HDK	788	Conduct Empl Training	HEL	NE	NHDZZZZZ	Distribution	150	CREW	58	56.04	3,233
A & G Operation	926000	HDK	789	Attend Training	HEL	NE	H0000014	Attend Training	150	CREW	544	56.04	30,486
A & G Operation	926000	HDK	789	Attend Training	HEL	NE	H0000014	Attend Training	150	INSPE	25	51.29	1,275
A & G Operation	926000	HDR	789	Attend Training	HEL	NE	H0000014	Attend Training	150	INSPE	34	51.29	1,719
A & G Operation	926000	HDW	788	Conduct Empl Training	HEL	NE	NHDZZZZZ	Distribution	150	CREW	17	56.04	971
A & G Operation	926000	HDW	789	Attend Training	HEL	NE	H0000014	Attend Training	150	CREW	374	56.04	20,979
A & G Operation	926000	HDW	789	Attend Training	HEL	NE	H0000014	Attend Training	150	INSPE	29	51.29	1,501
A & G Operation	926000	HDW	789	Attend Training	HEL	NE	H0002776	Gear Up	150	CREW	88	56.04	4,932
A & G Operation	926000	HNA	779	Adm Retirement Pgm	HEL	NE	NHNZZZZZ	Administrative	150	TC	840	38.40	32,256

Total Direct Labor Hours and Dollars

4,656

239,928

Total On-Costs

28,499

Total Labor

268,428

Not Used

Summary of Wage and Benefit Changes to Collective Bargaining Agreement
July 1, 2013 to October 31, 2018

I. Wage Increases – All Positions (non-compounded)

<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
3.00%	3.00%	3.25%	3.00%	3.00%

Previous CBA (non-compounded)

<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
1.75%	2.50%	3.00%

II. Wage Adjustment for Limited Positions (per hour)

<u>7/1/2013</u>	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>	<u>7/1/2017</u>	<u>7/1/2018</u>
\$1.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
					\$0.51 Lineman Thereafter

Hawai'i Electric Light Company Positions Eligible for Special Wage Adjustment

Electrician
Senior Electrician
Technician (Relay)
Lineman
Lineman, Thrtr
Troubleman Inspector
Serviceman
Senior Inspector
System Operator
Control Operator
All Working Foremen

III. Reduced wage schedule for Customer Account Representatives (CAR's) hired effective November 5, 2012 or later, compared to the wage schedule for existing CAR's as ratified in 2011

	11/5/2012	11/5/2012 Wage Rate for Existing CAR's
1 st 3 months	\$20.00	\$28.68
Next 3 months	\$21.00	\$28.68
Next 3 months	\$22.00	\$30.28
Next 6 months	\$23.00	\$30.28
Next 6 months	\$24.00	\$31.89
Thereafter	\$25.00	\$31.89

- IV. Wage rates for new employees hired into Office and Clerical positions effective November 5, 2012 or later were reduced by 10% over the wage schedule for existing incumbents. Exhibit A-NC (New Clerical) in HELCO-1218 is the new wage schedule for Office and Clerical new hires.
- V. The Benefit Agreement has been incorporated into the CBA. To facilitate benefits that are active on a calendar year annual schedule, the duration of the Benefit terms is January 1, 2013 through October 31, 2018
- VI. Employee/Employer cost-share model revised from employees having a fixed dollar cost share for medical, dental and vision coverage to a percentage cost share model.

	Employee Cost Share
1/1/2014	16%
1/1/2015	17%
1/1/2016	18%
1/1/2017	19%
1/1/2018	20%

- VII. Partial Lump Sum Distribution of Pension raised from a maximum of \$50,000 to \$100,000

- VIII. Section 10A – T14(S) upgraded to same wage as HECO T316(S)
Effective 11/05/2012, the HELCO System Operator Position will be upgraded to the same wage rate as the HECO Load Dispatcher.

	11/5/2012	OLD WAGES
Thereafter	\$42.84	\$39.83

AGREEMENT

between

**Hawaiian Electric
Maui Electric
Hawai'i Electric Light**



and



**International Brotherhood
of Electrical Workers Local 1260
AFL-CIO**

*Effective Date: July 1, 2013
Terminates: October 31, 2018*

IBEW Code of Excellence

The Code of Excellence is a program designed to bring out the best in members of the International Brotherhood of Electrical Workers ("IBEW") and demonstrate that IBEW members:

- Perform the highest quality and quantity of work
- Utilize their skills and abilities to the maximum
- Exercise safe and productive work practices

The IBEW Code of Excellence is not only about an IBEW job done right the first time, on schedule and under budget; it is also about pride in IBEW membership and craftsmanship and leaving a lasting impression of quality workmanship on every job we perform. The Code of Excellence program is also a means to build and project positive attitudes about who we are and the work we do... on and off the job.

The Local Union will provide Code of Excellence training to all employees of Hawaiian Electric Company, Hawaii Electric Light Company and Maui Electric Company on company time and premises to convey a strong message that IBEW members will:

Come to work on time, fit for duty and ready to work.
Obey recognized customer and employer work rules.
Demonstrate zero tolerance for alcohol and substance abuse.
Exercise proper safety, health, and sanitation practices.

Own up to '8 for 8' and be on the job unless otherwise allowed or authorized to leave.
Follow safe, reasonable, and legitimate management directives.

Encourage respect for customer's rights and property, as well as for others on the job.
Exercise the skills and abilities of the trade.
Care for tools and equipment provided by the employer.
Eliminate waste and other forms of property destruction, including graffiti.
Limit lunch and break times to allocated periods; adhere to start and quit times.
Leave inappropriate behavior to those of lesser knowledge.
Employ the proper tool for the job and maintain personal tool responsibilities.
Not solicit funds or sell merchandise without the Business Manager's approval.
Curtail idle time and/or pursuit of personal business on the job, including cell phone use.
Expel job disruptions and refuse to engage in slowdowns or activities designed to extend the job or create overtime or any other conduct that would cast the IBEW in bad light.

NOTE: The "IBEW Code of Excellence" is not part of this Collective Bargaining Agreement ("Agreement") between the IBEW and Hawaiian Electric, Hawaii Electric Light and Maui Electric; it is not intended to amend, modify, alter or change the Agreement or the Company's Code of Conduct; the IBEW Code of Excellence is not subject to the Grievance Procedure outlined in the Agreement and is not to be used for disciplinary purposes.

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AGREEMENT:

This AGREEMENT by and between HAWAIIAN ELECTRIC COMPANY, INC., ("Hawaiian Electric") HAWAII ELECTRIC LIGHT COMPANY, INC., ("Hawaii Electric Light") and MAUI ELECTRIC COMPANY, Limited, ("Maui Electric") Hawaii corporations, hereinafter collectively referred to as "Company," and LOCAL UNION 1260 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as "Union." Company and Union may be collectively referred to as the "Parties" or individually as the "Party."

During the term of this Agreement, in the event of a sale or transfer of the business of the Company, the terms and conditions of this Agreement shall apply to the purchaser or transferee to the extent required by the rules and doctrine for successor employers of the National Labor Relations Act, as amended.

1 WITNESSETH:

2 SECTION 1

3 DURATION OF AGREEMENT

4
5
6
7
8 This Agreement shall become effective July 1, 2013 and shall remain in effect until October 31,
9 2018. It shall be deemed renewed thereafter from year to year unless either Party not less than
10 sixty (60) days nor more than seventy-five (75) days prior to the expiration date gives notice to the
11 other Party of its desire to amend or terminate the Agreement.

12
13 In the event such notice is given, and only in such event, negotiations for a new Agreement shall
14 commence within ten (10) days after the date on which such notice was received by the other
15 Party.

16
17
18 SECTION 2

19 AGREEMENT MAY NOT BE AMENDED
20 EXCEPT BY WRITTEN DOCUMENT

21
22 This Agreement may be amended at any time by mutual consent of the Parties hereto. However,
23 it is agreed that no provision or term of this Agreement may be amended, modified, changed,
24 altered or waived except by a written document executed by the Parties hereto.

25
26
27 SECTION 3

28 PERSONS COVERED BY THIS AGREEMENT

29
30
31 Hawaiian Electric

32 The terms and provisions of this Agreement shall apply to all employees but excluding in every
33 case all residential service representatives, specialists, engineers, designers, chemists and other
34 professional employees. Security officers, confidential employees, administrative employees,
35 executives and supervisors as outlined in Section 2 of the National Labor Relations Act as
36 amended are also excluded; provided, however, the determination as to eligibility to vote in the
37 NLRB election held on October 5, 1951, shall control.

38
39 The provisions of Sections 6, 8A, 8B, 10B, 13A, 18, 19, 19A, and 26 (Miscellaneous Items 9 and
40 11) shall not apply to temporary employees.

Hawaii Electric Light

The terms and provisions of this Agreement shall apply to all present and future employees excluding executive, professional, and supervisory employees above the rank of foreman.

The provisions of Sections 6, 8A, 8B, 10B, 13A, 18, 19, 19A, and 26 (Miscellaneous Item 10) shall not apply to temporary employees.

Maui Electric

The terms and provisions of this Agreement shall apply to all employees but excluding in every case all residential service representatives, confidential employees, guards, watchmen, executives and supervisors. Also excluded are employees filling classifications which are normally filled by graduate engineers.

The provisions of Sections 6, 8A, 8B, 10B, 13A, 18, 19, 19A, and 26 (Miscellaneous Item 10) shall not apply to temporary employees.

SECTION 4

RECOGNITION OF UNION AS BARGAINING
AGENCY FOR COVERED EMPLOYEES

The Company hereby recognizes the Union as the sole and exclusive representative of its employees covered hereby for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

On or after the thirtieth day following the beginning of employment, or the effective date of this Agreement, whichever is later, every employee covered by this Agreement shall, as a condition of employment, become and remain a member of the Union. Membership as used in this Agreement shall mean only the obligation to pay dues and initiation fees uniformly required or, in the event that an employee objects to the payment of union expenditures other than those that are related to collective bargaining, only the obligation to pay that portion of the periodic dues and initiation fees that is related to collective bargaining.

Each new temporary employee shall pay a service fee equivalent to the monthly Union dues beginning thirty-one days after employment.

Nothing herein contained shall require the Company to terminate an employee who has tendered the periodic dues and the initiation fees uniformly required.

All employees in the bargaining units as shown in Exhibit A shall abide by the terms contained in this Agreement.

The Company will deliver to the Union quarterly a list of employees in the bargaining unit, showing their wage rates as of January 1, April 1, July 1, and October 1.

SECTION 5

RIGHTS OF MANAGEMENT

The supervision and control of all operations and the direction of all working forces, including the right to hire, to suspend or discharge for proper cause, or to promote employees or to transfer employees or to relieve employees from duty because of lack of work, or for other legitimate reasons, are vested exclusively in the Company, subject to any specific provisions to the contrary contained in this Agreement.

SECTION 6

POSTING NOTICE OF VACANCIES AND
NEW POSITIONS

When a vacancy occurs or a new position is created and such vacancy or new position is not filled by the employee who has worked the greatest length of time in the job which is immediately below the open position as shown on the progression chart, the Company, at its option, may initially post a notice only in the department where the vacancy exists for a period of five working days. If the job is not filled from within the department, Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable will post a notice on all bulletin boards for a period of five working days. Copies of the job posting will be given to the designated Union shop steward in the department where the job opening exists and a copy will be mailed to the Union office on the day before the first official date of the posting.

The posting notice shall describe the job and set forth the qualifications of the position to be filled. Within the time specified in the notice, the employee shall apply for the position in writing to the official of the Company designated in the notice.

After an applicant has been accepted for the position, the employee's name shall be posted on all bulletin boards for one week thereafter and the Union shall be notified.

An employee who has been absent because of illness or other authorized absence during the posting period may apply after the closing date provided the job has not been filled.

An employee who has scheduled days off during the posting period may apply within two days after return from the scheduled days off. Final placement in the job will not be made until the application has been given consideration.

An employee going on vacation or on a leave of absence for less than three months may submit an application for a specific job posting prior to departure. In the event that such job is posted in the employee's absence, the employee's application will be considered in determining the senior qualified employee.

When a job has not been filled, it will be reposted after 60 calendar days or the opening will be cancelled.

SECTION 7

LAYOFFS

The Company agrees to give not less than four weeks notice to an employee and the Union in advance of a layoff for lack of work and to make available for inspection the names of all employees who are to be laid off. The notice will state the nature of the layoff to each employee. An employee who is subsequently bumped will receive not less than two weeks notice.

An employee shall be entitled to replace an employee in a lower classification provided that the employee's qualifications for the job are sufficient and the employee has Company (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable) seniority over the employee occupying such position. Bumping at the same classification level will only be permitted within a department and only if the employee doing the bumping has classification seniority and department seniority over the employee to be bumped. Such employee shall follow the last person in that classification for promotion purposes.

In the event that an employee with three or more years of service is bumped to a lower classification, the employee will remain at the existing pay rate until such time as the rate of the new classification equals or surpasses the old rate.

An employee who has been displaced shall be entitled to return to the position held prior to displacement when it becomes vacant. This right shall supersede the rights spelled out in Section 8A, Promotions, and Section 8B, Transfers, of this Agreement. This right shall continue unless and until the employee has refused the opportunity to return to the original position.

In the event of a curtailment in any station or department, the Company reserves the right to transfer an employee to another station or department to do such work as may be available and suitable to the employee's skill and experience.

An employee who has been advanced to a supervisory position out of the bargaining unit shall be entitled to be transferred back into the bargaining unit provided the employee has Company (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable) seniority over the employee then occupying such position. This will be subject to mutual agreement by the Company and the Union.

When it is necessary to layoff or to recall an employee from layoff, seniority will govern.

In cases of curtailment of work, a laid off employee shall retain, for a period not to exceed one year, the Company (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable) seniority the employee has accumulated in the former position. After the expiration of the one-year period, if the employee should return, it will be in the status of a new employee.

Should a former employee who has been laid off fail to return within two weeks after being notified, the employee's seniority shall cease. Notice under this provision shall be by personal call or by mailing to last known address.

During the term of this Agreement, no employee with five or more years of service shall be laid off because of automation or other technological changes. This provision will not apply to reductions as a result of economic conditions in the community.

1 An employee who is laid off due to lack of work will receive severance pay based on a formula of
2 two weeks for an employee with three years of service with an additional week for each additional
3 full year of service, with a maximum payment of eight weeks.

4
5
6
7 SECTION 8

8 SENIORITY

9
10
11
12 Seniority is determined by the length of continuous service with Hawaiian Electric, Hawaii Electric
13 Light or Maui Electric, as applicable. It shall not be lost due to authorized leaves of absence;
14 however, except for military leaves of absence, seniority shall not accrue after an absence of one
15 year.

16
17 Seniority is accrued under four categories: classification, division, department and Company
18 (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable). Corporate seniority shall
19 be accrued for benefit purposes only.

20
21 Lists showing the employee's job classification, classification seniority, division seniority,
22 department seniority, company seniority and corporate seniority will be posted on the bulletin
23 boards semi-annually as of June 30 and December 31. A copy of these lists will be delivered to
24 the Union.

25
26
27 SECTION 8A

28 PROMOTIONS

29
30
31
32
33 It is understood and agreed that where qualifications are sufficient to meet the standards of the
34 open position; preferential consideration shall be given in the following sequence:

- 35
36 1. The Company will promote the qualified applicant who has worked the greatest length of
37 time in the job which is immediately below the open position as shown on the progression
38 charts.
39
40 2. The Company will promote the qualified applicant who has worked the greatest length of
41 time in the division in which the open position exists.
42
43 3. The Company will promote the qualified applicant who has worked the greatest length of
44 time in the department in which the open position exists.
45
46 4. The Company will promote the qualified applicant who has worked the greatest length of
47 time in the Company (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as
48 applicable).
49
50
51

1 The lines of progression as shown on progression charts shall determine the above selection
2 sequence. These charts are not included in this book but will be part of the Agreement and will be
3 distributed by the Company.

4
5 For classifications where there has been mutual agreement between the Company and the Union
6 on minimum requirements, these requirements shall be considered the standard.

7
8 The above provisions pertaining to promotion shall not be applicable to the selection of an
9 employee for the position of foreman or design drafting technician. Such selections shall be made
10 solely on the basis of management's judgment.

11
12 The selection of working foreman shall be made solely on the basis of management's judgment
13 giving preferential consideration to promoting the senior qualified employee.

14
15 The Company will give preferred consideration to a bargaining unit employee who is qualified for
16 training for a position outside of the bargaining unit.

17
18
19
20 SECTION 8B

21 TRANSFERS

22
23
24
25 When an employee transfers from one position to another in the department or to another
26 department or transfers between Hawaiian Electric, Hawaii Electric Light or Maui Electric, the
27 employee will be required to remain in that position a minimum of six months before being eligible
28 to bid for any position in the Company outside of the division unless the opening will be filled by a
29 new hire.

30
31 If an employee is transferred back to the former department within thirty days, the employee will
32 not lose department seniority in the former department. This provision is not intended to mean
33 that there is a thirty-day trial period in the new position.

34
35
36
37 SECTION 9

38 CONTINUOUS AND UNINTERRUPTED
39 SERVICE

40
41
42
43 It is expressly understood and agreed that the business of the Company, which is that of a public
44 utility engaged in the manufacture and distribution of electrical energy, is a business in which the
45 public is vitally interested and that efficient and uninterrupted service must be furnished to the
46 public in the normal course of an employee's duties, and to that end the Parties hereto agree that
47 during the term of this Agreement there shall be no lockout by the Company, nor any strike, sit-
48 down, concerted refusal to work, stoppage of work, slow-down, retarding of production or
49 picketing of the Company on the part of the Union or its representatives.

SECTION 10

CLASSIFICATION OF EMPLOYEES AND
RATES OF PAY

The classifications set forth in Exhibit A are for the purpose of determining rates of pay. It is expressly understood and agreed that an employee who is covered hereunder may be obliged to perform any of the Company's work as directed by the Company without reduction in compensation or regard to classification of employment in emergencies or when work in the employee's classification or trade is not available at the worksite.

When such employee performs work outside of the employee's classification pursuant to the direction of the Company, and the performance of such work results in disciplinary action, then the employee may have recourse to the grievance procedure, but only upon the question of whether the work to which the employee was so assigned was beyond the employee's capabilities.

When an employee is transferred to any position in which the employee has limited previous experience, the employee shall be given a reasonable break-in period with an experienced employee in that position, without an increase in pay for such break-in period.

The Union and the Company recognize that there will be changes made from time to time in the Company's operation due to technological or other reasons. The Company agrees not to reduce the wage rate of an employee whose job is changed; and in return, the Union agrees to cooperate with the Company in adjusting such employee to the new position.

A leadingman will be appointed and paid a twenty cent differential when two or more employees in journeyman classifications or higher are working at a location isolated from customary supervision.

When a working foreman or foreman has been instructed by the supervisor to be in charge and has complete control of the work performed by the crew and by another crew under a working foreman or foreman of equal pay, the employee will be paid an additional amount equivalent to the difference between the working foreman and foreman classification rates. The Company will make an effort to put the senior working foreman or foreman in charge, but the supervisor will make the decision as to who has the best knowledge and experience to handle the particular job in question.

OVERCLASSIFIED PAY

An employee who is assigned regular work of a higher classification shall receive the prevailing rate of pay for such higher work.

An employee, who works on an overclassified basis for one (1) hour or more, will retain the overclassified rate for each day so assigned.

SECTION 10A

NEW OR CHANGED JOB
AND LINES OF PROGRESSION

When a new job is established or an existing job has changed substantially, the Company will evaluate the job and shall set a pay rate. The Company will give the Union a written notice fifteen days before putting any change into effect except where the Union gives notice requesting an extension in which case the change will not be put into effect for an additional fifteen days.

After the establishment of the wage rate for the job, any dispute concerning the job content, the appropriateness of the pay rate, or the placement of the new or changed job in the line of progression shall be handled pursuant to the grievance procedure and subject to arbitration, provided such grievance is presented to the Company within thirty days after the establishment of the pay rate and the placement within the line of progression.

If the Union should decide to set the matter aside until the next Union contract negotiation, any adjustment made shall be retroactive to the time of the initial change.

During this Agreement, the Company will create no new job which will result in a reduction of pay or job status for a present employee except by mutual agreement.

SECTION 10B

WAGE DIFFERENTIAL FOR
INCAPACITATED EMPLOYEES

When an employee becomes unable to perform normal duties because of a disability which was incurred by reasons beyond the employee's control or for which the employee is not receiving Workers' Compensation benefits, and if the Company is able to provide the employee with work which the employee is capable of performing in a lower classification, the employee will be notified in writing and assigned to such work. The Company reserves the right to transfer an employee to a higher job classification commensurate with an employee's wages other than the job originally assigned no more than once in the employee's career, with agreement among the Company, Union and employee.

An employee's adjusted pay rate for the new classification shall be determined by the following procedure:

An employee with less than five years of service at the time of regrading shall receive the established rate of the new job.

An employee with more than five years of service at the time of regrading shall receive, for each full year of service, the established rate of the new job plus an additional five percent of the difference between the job rate of the employee's former classification and the job rate of the new classification. In the administration of this provision if the established rate for the employee's new classification is more than 25% below the former rate, a rate equal

1 to such 25% shall be used as the rate of the new classification for such calculation.
2 Fractions of cents per hour will be increased to the next full cent. In no event shall the new
3 rate exceed the rate of the employee's former classification.
4

5 The employee's pay rate shall be reduced to the adjusted pay rate in steps of twenty-five
6 cents per hour each pay period following the date of regrading until the adjusted pay rate
7 is reached. The first reduction step will be made on the date of regrading.
8

9 No retroactive adjustments will be made under this plan.
10
11

12 SECTION 11
13

14 HOURS OF LABOR
15
16
17

18 The work day shall be twenty-four consecutive hours and eight hours shall constitute a regular
19 day's work.
20

21 The work week shall commence Sunday midnight and end the following Sunday midnight. Forty
22 hours shall constitute a regular week's work.
23

24 Work schedules will be posted in all departments showing the regularly assigned work days and
25 two designated days off. All work performed within such posted schedules will be paid at the
26 straight time rate plus any applicable premium. All work performed outside such posted
27 schedules on designated work days shall be considered as overtime and shall be paid at the rate
28 of one and one-half times the regular straight time rate for the first four hours of such overtime
29 and two times the regular straight time rate for all work in excess of such four hours of overtime
30 until relieved.
31

32 The first eight hours of scheduled work performed on the first designated day off (Saturday for a
33 non-shift employee) shall be paid at one and one-half times the regular straight time rate and all
34 work in excess of eight hours at two times the regular straight time rate.
35

36 An employee shall be paid two times the regular straight time rate for all overtime work between
37 midnight and 6:00 a.m.
38

39 The minimum scheduled overtime for either of the two designated days off shall be four hours.
40

41 When an employee has worked a portion of the scheduled day and is ordered home to rest in
42 order that the employee may perform overtime work at some later time, payment shall be made
43 for the balance of the hours of the scheduled day.
44

45 An employee reporting for work on a regularly scheduled work day will be provided with eight
46 hours work.
47

48 When scheduled overtime is cancelled with less than nineteen hours notice but prior to starting
49 time, the employee will receive two hours pay at the straight time rate.
50
51

1 When an employee is scheduled four hours or more before the normal starting time and continues
2 working through the start of the normal shift, the employee will continue on an overtime basis as
3 long as the employee is working. The employee will not be sent home to rest during the regular
4 scheduled hours unless the employee has worked twelve hours or more. When an employee is
5 scheduled less than four hours before the normal starting time, the employee will receive overtime
6 pay until the start of the normal work day.

7
8 When an employee is scheduled to work overtime on the normal work day, excluding extended
9 overtime, the employee shall be scheduled to work for no less than two hours of overtime.

10
11 The minimum total hours worked within this calendar day will be eight.

12
13
14 **APPLICABLE TO NON-SHIFT EMPLOYEES ONLY**

15
16 If an employee is scheduled to work other than between 6:00 a.m. and 6:00 p.m. from Monday to
17 Friday for less than five days, the employee shall be paid the applicable overtime rate for those
18 hours that fall outside of 6:00 a.m. to 6:00 p.m.

19
20 If an employee is scheduled to work other than between 6:00 a.m. to 6:00 p.m. from Monday to
21 Friday for five days or more, the employee will receive a differential to be added to the base rate
22 as follows:

23
24 For the afternoon shift (between 6:00 p.m. and midnight), 3% of the average of the
25 Hawaiian Electric Company's Power Supply Operations & Maintenance Department's
26 Equipment Operator, Utility Operator, Jr. Control Operator and Control Operator rates.

27
28 For the midnight shift (between midnight and 6:00 a.m.), 3-1/2% of the average of the
29 aforementioned classification rates.

30
31 Scheduled work performed on the second designated day off (Sunday) shall be paid at two times
32 the regular straight time rate.

33
34 It is recognized that at times the Company cannot give advance notice of scheduled overtime on
35 Sundays. However, when it is possible to give advance notice of Sunday overtime, the Company
36 will do so.

37
38 An employee will normally be given three calendar days written notice of change of work
39 schedule. If three days written notice is not given, time and one-half will be paid for the first four
40 hours and double time thereafter for all hours worked outside the previous schedule for each day
41 that such notice is lacking. If the lack of notice is due to an employee's failure to give three days
42 notice of absence, the replacement for this employee will be paid on the same basis as the
43 employee who is being replaced unless, according to other provisions of this Agreement, the
44 employee is entitled to premium pay.

45
46 If three days written notice is not given for overtime work on an employee's first designated day
47 off, the employee shall receive time and one-half for the first four hours and double time
48 thereafter.

1 APPLICABLE TO SHIFT EMPLOYEES ONLY
2
3 Scheduled work performed on the second designated day off shall be paid at two times the
4 straight time rate except that the first eight hours shall be paid at time and one-half instead of
5 double time when replacing an employee who has failed to give six days notice of absence.
6
7 The two designated days off shall be consecutive unless interrupted by regular shift rotation
8 changes or regular relief schedules.
9
10 The employee will not work more than the consecutive number of days called for in the master
11 schedule without payment of overtime. Under no circumstance shall an employee work more than
12 seven consecutive days without payment of overtime on the eighth and ninth consecutive days.
13
14 The Company will notify the Union in advance of any change of master schedules and give
15 consideration to any problems which the Union feels might arise from it. When a two-thirds
16 majority of the operating employees involved at a work base want to change a schedule, subject
17 to mutual agreement by the Company and the Union, the Company will do so provided there is no
18 additional cost over and above the cost of the schedule in effect as of the effective date of this
19 Agreement.
20
21 If an employee is scheduled for less than five consecutive days on a shift for reasons other than
22 the employee's vacation or holiday, regular shift rotation changes, regular relief schedules, or
23 replacing an employee on sick leave, the employee shall be paid the overtime rate for all hours
24 worked in that work week.
25
26 The Company shall schedule at least twelve hours of time off between an employee's regular
27 work shift. An employee, who is required to work a schedule which does not allow twelve hours
28 between shifts, shall be paid at the applicable overtime rate for all hours worked during the twelve-
29 hour period.
30
31 The employee will normally be given six calendar days written notice of change of work schedule.
32 If six days written notice is not given, time and one-half will be paid for the first four hours and
33 double time thereafter for all hours worked outside the previous schedule for each day that such
34 notice is lacking.
35
36 However, when the schedule is changed for an employee previously scheduled to work in order to
37 replace an employee who has failed to give six days notice of absence, the employee will be paid
38 on the same basis as the employee being replaced, except that if the employee does not receive
39 at least six hours notice of the change prior to the start of the existing schedule and at least twelve
40 hours notice of the change before the start of the new schedule, the employee will be paid time
41 and one-half for the first shift of the new schedule.
42
43 When an employee's schedule is changed to replace an employee who has failed to give six days
44 notice of absence, the employee will be paid time and one-half for the days of the new schedule
45 which had been previously designated as days off.
46
47 An employee, whose shift schedule is changed to meet operating conditions, will be returned to
48 the original schedule as soon as practicable. A shift operator returning from vacation will return to
49 the normal shift (where the shift operator would have been had the employee not gone on
50 vacation).
51

SECTION 11A

CALLOUT

All employees are subject to being called outside of their working day without advance notice. When an employee has less than four hours advance notice to report to work, it will be considered a callout. Except on an employee's second scheduled day off, an employee shall be paid one and one-half times the regular straight time rate for the first four hours of such overtime and two times the regular straight time rate for all work in excess of such four hours of overtime. Callouts on the employee's second scheduled day off will be paid at two times the regular straight time rate. Double time will not be paid to the replacement of a shift operator who has failed to give notice of absence. However, the hours worked on callouts between 12:00 midnight and 6:00 a.m. will be paid at two times the regular straight time rate. A callout minimum shall not be less than two hours and shall apply to each individual callout and time paid shall be considered as time worked.

An employee who is on Company premises at the time of the call or who has been called by car radio on the way to or from work or who has been assigned work the previous day will be paid for time worked.

When an employee is called out four hours or more before the normal starting time and continues working through the start of the normal shift, the employee will continue to be paid on an overtime basis as long as the employee is working. The employee will not be sent home to rest during the regular scheduled hours unless the employee worked twelve hours or more. When an employee is called out less than four hours before the normal starting time, the employee will receive overtime pay until the start of the normal work day.

The minimum total hours worked within this calendar day will be eight.

When an employee is called out, the employee will be paid from the time of callout if that time is less than two hours before the time the employee is required to report.

After callout, an employee will be allowed up to a maximum of eight hours rest before the employee is required to return to work. Before leaving the job, the employee will arrange with the supervisor the time when the employee is expected to return to work. The employee will be paid for the hours worked at the applicable rates.

SECTION 11B

MEALS

A shift operating employee shall eat the midshift meal on Company time at the employee's normal work location.

Meal periods for a non-shift employee shall not be paid except during overtime periods.

When an employee is required to work one and one-half hours beyond the normal quitting time, the employee will be entitled to a meal. The employee will be entitled to an additional meal at the end of each five hours thereafter.

When an employee is required to return to work one and one-half hours or less after the normal quitting time, the employee will be entitled to a meal and an allowance for the time to eat the meal.

When an employee is required to work one and one-half hours or more before the scheduled starting time and continues into the regular shift, the employee will be eligible for a meal. If the employee does not have the opportunity to bring a normal midshift meal, it will be furnished by the Company.

The Company will not schedule an employee to start work before the normal starting time and to work after the normal quitting time in order to avoid the payment of a meal.

On callouts at night, after more than two and one-half hours continuous work, the employee will be entitled to a meal and additional meals every five hours thereafter, provided that the employee will not be eligible for a meal prior to 10:00 p.m. (The 10:00 p.m. provision is not applicable to a shift employee in Hawaiian Electric's Power Supply Operations & Maintenance Department; Hawaii Electric Light's Production Department; and Maui Electric's Power Supply Department.)

On scheduled overtime at night, after more than two and one-half hours continuous work, the employee will be entitled to a meal and additional meals every five hours thereafter, provided the employee is scheduled to work either before or after the employee's normal work day. The employee is not eligible for a meal when the employee has been scheduled to work at night on the employee's first or second day off.

When an employee is called out for work on an employee's first or second day off and is not given notice of a meal period or has not had an opportunity to bring a meal, the employee will be eligible for the normal meal that would be scheduled during the employee's normal period of work.

The crew leader may grant up to fifteen minutes extra lunch time for the purpose of allowing an employee to visit a store or restaurant in the neighborhood to obtain food or soft drinks provided the time is made up by working the time lost before leaving the job.

The lunch period may be advanced or postponed by one-half hour from the normal midday or midshift meal time without penalty. When an employee's lunch period is advanced or postponed more than one-half hour, work done during the amount of time it is changed will be paid at an additional one-half times the employee's straight time rate.

1 When an employee is entitled to a meal, the employee shall be paid \$14.00. The Company
2 agrees to reimburse employees who submit meal payment receipts not to exceed the above meal
3 allowance schedule.

4
5 When a non-shift employee is entitled to a meal, the non-shift employee shall receive one-half
6 hour pay at the applicable overtime rate when the meal time was paid, if the Company has either
7 not furnished the meal at the job site and provided the time to eat the meal or permitted the
8 employee to leave the job site and eat the meal on Company time. The non-shift employee will
9 forfeit the right to be paid the one-half hour for eating the meal, if the employee refuses the offer
10 of the meal or the offer of being excused from the job site to eat it. This provision shall apply
11 except where the employee has worked one and one-half hours beyond the normal quitting time
12 and is not required to return to work.

13
14 In this event, the employee will receive the meal allowance but not an allowance for the time to eat
15 the meal.

16
17 When a shift employee is entitled to an overtime meal, the employee shall receive the meal
18 allowance and eat the meal on Company time at the employee's normal work location.

19
20
21
22 SECTION 11C

23
24 WORK BASE

25
26
27 Hawaiian Electric

28
29 Each employee shall be assigned to a permanently established work base. Work base
30 assignments will be made for periods of not less than six months duration.

31
32 The following are the designated work bases:

33
34 Honolulu
35 Waiau
36 Kahe
37 Koolau
38 Traveling Crew (Power Supply Operations & Maintenance)
39 Traveling Crew (Construction & Maintenance)
40

41 Traveling Crew employees will be paid a premium of the following amount for each hour worked
42 up to a maximum cap per day, whichever is greater, and travel on their own time:

43
44
45
46
47
48
49
50
51
1/1/2013 \$2.00 / hour or 8 hour schedule 4/10 schedule
 \$16.00 / day \$20.00 / day

47 In the event a traveling crew employee reports to work and is required to report to another work
48 base or location, the employee will, at the Company's option, be furnished either transportation to
49 and from the new work base or location or allowed to drive his personal car and paid round trip
50 mileage. If the employee refuses Company transportation, he will not be paid mileage for use of
51 his personal car.

1 When other non-traveling crew employees of the Construction & Maintenance, Support Services
2 (Stores) Departments and the Maintenance and Support Services for the Power Supply process
3 areas are temporarily assigned to the Traveling Crew or another designated work base, three-
4 days notice of such assignment will be posted. After the three-days posted notice is given, the
5 employee will be paid the premium for each hour worked or up to the maximum cap per day,
6 whichever is greater. If the three-day posted notice is not given, the affected employee will be
7 paid an additional one-half times the straight time rate for all hours worked for each day that such
8 notice is lacking. It is not to be considered a temporary work base assignment when an employee
9 travels on Company time.

10
11 When any other employee is required to perform work elsewhere than at the established work
12 base, the employee shall be furnished transportation from the established work base to the job,
13 and time spent in traveling to and from the established work base and the job will be counted as
14 time worked.

15
16 When it is necessary to change an employee's permanently assigned work base, the job will be
17 posted. For a position not filled through the posting procedure and not filled by mutual agreement
18 with the Union, the Company may hire from the outside or may fill the job with an employee with
19 the least job seniority at the base which is best able to release the employee. Employees shall be
20 selected so as to cause a minimum of inconvenience to them.

21
22 Travel time shall not be paid to an employee who applies for a job posting and is selected to a
23 position other than at the established work base. Such employee's new work base will be at the
24 base where the job opening existed.

25
26 When an employee is required to change the assigned work base, travel time will be paid for
27 three months if the new work base is over one mile farther from the employee's home than the old
28 work base. Transportation will be furnished between work bases for a period of one year after the
29 change of work base.

30
31 Travel time shall be computed as time traveled to and from the employee's established work base
32 and the new work base. Travel time allowed between the following bases is one-half hour:

33
34 Honolulu to Waiau
35 Honolulu to Koolau
36 Waiau to Kahe
37 Waiau to Koolau
38

39 When an apprentice's work base is changed in order to complete assigned work processes
40 offered only at another base as determined by the Company, the Company shall provide
41 transportation to and from the original work base, provided the new work base is over one mile
42 farther from the employee's home than the old work base. Such transportation will be on the
43 apprentice's own time, so that the regularly scheduled work day may be completed at the new
44 work base. The above will also apply when an employee requests training for potential promotion.

45
46 Seven days notice will be given when permanently assigned work bases are to be changed. If
47 seven days notice is not given, the employee will be paid one and one-half times the straight time
48 rate for the first two hours of work on each day that such notice is lacking, in addition to the travel
49 time.

50
51

1 An employee who is transferred to a work base distant from the employee's residence and who
2 subsequently moves into the area of the new work base will be paid up to \$200.00 to cover the
3 cost of moving household furnishings.

4
5
6 Hawaii Electric Light / Maui Electric
7

8 Each employee shall be assigned to a permanently established work base. When an employee is
9 required to perform work elsewhere than at the established work base, the employee shall be
10 furnished transportation from the established work base to the job, and time spent in traveling to
11 and from the established work base and the job will be counted as time worked.

12
13 The following are the designated work bases:

14	<u>Hawaii Electric Light</u>	<u>Maui Electric</u>
15	Hilo	Kahului
16	Kamuela	Hana
17	Kona	Lahaina
18		Lanai
19		Maalaea
20		Molokai
21		
22		

23 There will be no change in the present work base assignments during the term of this
24 Agreement unless mutually agreed to by the Union and the Company.

25
26
27
28 SECTION 11D

29
30 JOB SITE REPORTING – Hawaiian Electric ONLY

31
32
33 A project designated as appropriate for Job Site Reporting will require certain qualified
34 personnel from the Construction and Maintenance Department to report to a specific job site
35 provided that the Union and Company mutually agree to a Memorandum of Agreement ("MOA")
36 utilizing the JSR-1 MOA form that will describe the terms, conditions, and project scope.

37
38
39
40 SECTION 11E

41
42 NEIGHBOR ISLAND WORK ASSIGNMENTS

43
44
45 The following conditions will apply when it is necessary to temporarily assign an employee to
46 another island for work:

- 47
48 (a) Selection of the employee shall be voluntary and rotated.
49
50 (b) Transportation shall be first class and accommodation shall be standard (two in a room).
51

- 1 (c) Vehicle - The Company will provide an automobile for the use of the employee.
2
3 (d) An employee in an Operating Department of the Company will normally be scheduled ten
4 hours, Monday through Friday. An employee in a non-Operating Department will be
5 scheduled for not less than the number of hours the employees in the department on the
6 neighbor island are working.
7
8 (e) The per diem allowance of \$34.00 per night shall be awarded with overnight stays.
9
10 An employee receiving this allowance will not be eligible for a meal allowance unless the
11 employee has worked more than ten hours. The per diem allowance includes a telephone
12 allowance.
13
14 (f) An employee who receives a meal allowance shall do so in accordance with this
15 Agreement for meals.
16
17 (g) If the temporary assignment on another island continues over an extended period and the
18 employee wishes to return home periodically, the Company will permit the employee to do
19 so under the following conditions:
20
21 (1) Non-interference with Operations - Such trip shall not interfere with neighbor island
22 operations. The employee shall complete the scheduled work on the day the
23 employee returns home, and the employee shall report to work at the regular
24 starting time on the next scheduled working day.
25
26 (2) Travel Expense - The Company will furnish the employee with a round trip plane
27 ticket to return home every two weeks, provided the work assignment will continue
28 for three working days or more following the trip. All traveling shall be done on the
29 employee's time and all other traveling expenses shall be borne by the employee.
30 Additional trips home may be made at the employee's own expense, provided they
31 are made on the employee's own time and the employee reports back to the
32 assignment at the beginning of the scheduled shift.
33
34 (3) Per Diem - When the trip is made at the employee's expense, the Company will
35 pay the per diem allowance without interruption. When the Company furnishes the
36 plane ticket, the employee shall not be entitled to the per diem allowance for the
37 days that the employee is off the island when temporarily assigned.
38
39 (h) When an employee is assigned to a neighbor island with less than three calendar days
40 notice, an additional half time will be paid for all hours worked for the number of days the
41 notice is lacking.
42
43 The above will not apply where an employee leaves for a neighbor island and returns on
44 the same day.
45
46
47
48
49
50
51

SECTION 11F

FLEXIBLE WORK HOURS AND WORK WEEK - NON-SHIFT EMPLOYEES

WORK SCHEDULE

For a flexible work week schedule, the Company shall determine the eligible work locations and work groups based on operational needs. A work schedule which shows regularly assigned work days and designated days off will be posted.

Monday to Saturday work schedules shall be four (4) consecutive days and ten (10) hours per day within a 24-hour period (as defined under work day).

Sunday shall always be a designated day off.

WORK WEEK

During the period between Sunday midnight to the following Sunday midnight, a regular work schedule of 40 hours will be scheduled during the work week.

WORK DAY

A work day shall be twenty-four consecutive hours.

During the period between midnight and the following mid-night, a regular work day of ten hours will be scheduled and provided.

PAY

Pay for work performed within the posted work schedule shall be paid at the straight time rate plus any applicable premium.

PREMIUM PAY

The employee will normally be given four (4) calendar days written notice of change of work schedule with the exception of a holiday work week. If four (4) days written notice is not given, time and one-half will be paid for the first five hours of the work day and double time thereafter for each day such notice is lacking.

If lack of notice is due to an employee's failure to give four (4) days notice of absence, the replacement employee will be paid on the same basis as the employee being replaced unless the replacement employee is entitled to premium pay.

An employee shall be paid two times the regular straight time rate for all overtime work between midnight and 6 a.m.

If the employee works less than five (5) hours before start time, the employee will continue to work on a straight time basis through the normal scheduled work day. Double time will be paid if the employee worked five (5) hours or more prior to the regular start time and continues working through the regular work day.

1 The employee will not be sent home to rest during the regular scheduled hours unless the
2 employee has worked twelve hours or more.

3
4 Payment shall be made for the balance of the normal work day if the employee is ordered home
5 to rest in order to perform overtime work at a later time.

6
7 Extended overtime will be paid at time and one-half for the first two hours and double time for
8 all hours thereafter.

9
10 Days Off

11
12 Sunday shall always be the third day off and paid double time for all hours worked.

13
14 The first day off actually worked in the work week shall be paid at one and one-half times the
15 straight time rate for the first ten (10) hours and double time thereafter.

16
17 Work on the second day off actually worked in the work week shall be paid at one and one-
18 half times for the first five (5) hours and two times thereafter.

19
20 Scheduled Overtime

21
22 The employee will normally be given three (3) calendar days written notice for scheduled
23 overtime. If three (3) days written notice is not given, time and one-half will be paid for the first
24 four hours and double time thereafter for each day such notice is lacking.

25
26 The minimum scheduled overtime for any of the three designated days off shall be four hours.

27
28 Scheduled overtime after the regular scheduled hours of the work day will be paid at time and
29 one-half for the first two (2) hours and double time for all hours thereafter.

30
31 When scheduled overtime is cancelled with less than fifteen hours notice but prior to starting
32 time, the employee will receive two hours pay at the straight time rate. The employee will be
33 directly notified of the cancellation by the supervisor or through the crewleader on a workday.

34
35 When an employee is scheduled to work overtime on the normal work day, excluding
36 extended overtime, the employee shall be scheduled to work for no less than two hours of
37 overtime.

38
39 Callout

40
41 All employees are subject to being called outside of their working day without advance notice.
42 Callout is defined as less than four hours advance notice to report to work.

43
44 Callouts will be paid at time and one-half for the first four hours and double time for all hours
45 thereafter.

46
47 Callouts on an employee's days off shall be paid at one and one-half times for the first four (4)
48 hours and two (2) times thereafter. The same payment shall apply for second day off.

49
50 Callout minimum is two (2) hours and time paid for each callout shall be considered as time
51 worked.

1 When an employee is called out, the employee will be paid from the time of callout if that time
2 is less than two hours before the time the employee is required to report.

3
4 After callout, an employee will be allowed up to a maximum of eight hours rest before the
5 employee is required to return to work. Before leaving the job, the employee will arrange with
6 the supervisor the time when the employee is expected to return to work. The employee will
7 be paid for the hours worked at the applicable rates.

8
9 **MEALS**

10
11 The Company shall not schedule employees to work in such a manner in order to avoid the
12 payment of the meal.

13
14 Up to fifteen minutes of extra lunch time may be granted provided the time is made up without
15 incurring additional premium time payments.

16
17 The time for the mid-day meal can be advanced or postponed by one-half hour without penalty.

18
19 In the event a meal period is advanced or postponed more than one-half hour, work done
20 during the period of change shall be paid at an additional one-half times up to the normally
21 scheduled quitting time. If the employee is required to continue working beyond the scheduled
22 quitting time, the employee "will break at that time" for a one-half hour meal. The employee will
23 be entitled to a meal and the time to eat the meal at the applicable overtime rate. The
24 employee will be eligible for a meal every five (5) hours from the scheduled quitting time.

25
26 When an employee is entitled to a meal, the employee shall be paid \$14.00. The Company
27 agrees to reimburse employees who submit meal payment receipts not to exceed the above
28 meal allowance schedule.

29
30 Meal Allowance

31
32 Employees shall receive a meal if any of the following conditions are met:

33
34 a) Overtime worked at the conclusion of a scheduled workday.

35
36 Employee entitled to a meal after one hour of extended overtime and an additional meal at
37 the end of each five (5) hours thereafter.

38
39 b) Employee required to return to work one hour or less after scheduled quitting time.

40
41 Employee entitled to a meal at one hour from scheduled quitting time and an additional
42 meal at the end of each five (5) hours thereafter.

43
44 c) Callout employee reports to work one and one-half hours or more before the scheduled
45 start time and continues into the regular work day.

46
47 Employee eligible for a meal and meal eaten on Company time. The employee will be
48 eligible for a normal midshift meal if the employee did not have the opportunity to bring a
49 meal.

1 d) Callout overtime after the quitting time of a scheduled workday.

2
3 Employee entitled to a meal after two and one-half hours of continuous work and an
4 additional meal every five (5) hours thereafter.

5
6 e) Callout on a designated day off.

7
8 Employee entitled to a meal after two and one-half hours of continuous work and an
9 additional meal every five (5) hours thereafter.

10
11 f) Employee is scheduled overtime work five hours or more before scheduled start time and
12 continues into the regular work day OR employee is scheduled overtime work after
13 scheduled quitting time (other than extended over-time).

14
15 Employee will provide the meal during the employee's first five hours of continuous
16 overtime work and will be given the opportunity to eat the meal anytime after two and one-
17 half hours of such overtime work. The employee will be eligible for a meal every five (5)
18 hours from the end of the first five hours of continuous overtime work. The employee will
19 be eligible for a meal on five (5) hour intervals during the regular scheduled work day
20 provided the employee has worked five continuous or more hours prior to start time and
21 continues into the regular work day. If the employee is scheduled overtime work one and
22 one-half hours, but less than five hours before start time, the meal provided by the
23 employee will be eaten on Company time. When the employee continues into the regular
24 work day, the employee will be eligible for a normal midshift meal.

25
26 Meal Time

27 a) Employees will receive meal time payment of one-half hour pay at the applicable overtime
28 rate whenever they are entitled to meals during overtime or callouts.

29
30 b) If the employee works only one (1) hour past the scheduled quitting time, the employee
31 will not be entitled to meal time.

32
33 c) If the employee works less than one and one-half hours before start time and continues
34 through the scheduled workday, the employee will not be entitled to meal time.

35
36 d) The employee forfeits the right to be paid the 1/2 hour for eating the meal if the employee
37 refuses the offer of a meal or the offer of being excused from the job site to eat a meal.

38
39 e) If the employee is eligible for meals during the regular scheduled work day, the first meal
40 will be eaten on the employee's own time.

41
42 **HOLIDAYS**

43
44 All Company holidays shall be observed under Section 12, Holidays.

45
46 If a holiday falls in a week where the employee is scheduled to work a 4/10 schedule, the
47 employee's work schedule will revert to a normal 5/8 work schedule only for the week in which
48 the holiday falls. Should the Company elect to have the employee continue on the 4/10
49 schedule, the following conditions will apply:
50
51

- 1 a) The Company shall provide a 4-day written notice of the continuation of the 4/10 schedule.
2
3 b) When a holiday falls on an employee's designated day off, the holiday will be observed on
4 the scheduled work day nearest to the date of the holiday.
5
6 c) When a holiday falls in the middle of an employee's day off (the 2nd day of a three (3) day
7 off), the following work day shall be observed as a holiday.
8
9 d) All employees whose work schedules permit will be entitled to have the day off and shall
10 receive their straight time pay for ten (10) hours.
11
12 e) In case the Company requires an employee to work on a designated holiday, the
13 employee will receive ten (10) hours holiday pay and, in addition, the work performed by
14 such employee shall be paid for at one and one-half times the straight time rate for the first
15 ten (10) hours, and all overtime in excess of ten (10) hours shall be paid two (2) times the
16 straight time rate.
17

18 All other provisions of Section 12, Holidays, shall apply.
19

20 **VACATION AND SICK LEAVE**
21

22 All vacations and sick leave hours will be taken as equivalent ten (10) work hours for each day
23 of the flexible work schedule.
24

25 All other provisions of Sections 13 and 14 shall apply.
26

27 **DEATH IN FAMILY**
28

29 Employees will be allowed the number of hours off outlined in Section 19.
30

31 **RESPONDING TO EMERGENCY WORK**
32

33 The Company will respond to work in a manner that best provides efficient and uninterrupted
34 service to the public. In order to do this as fairly and objectively as possible, the Foreman or
35 Working Foreman responding to the emergency shall be instructed to do so by a supervisor.
36

37 **5/8 FLEXIBLE WORK HOURS AND WORK WEEK**
38

39 For all areas of the Company, the flexible 5-day/8-hour work schedule may be implemented by
40 the Company on a voluntary basis.
41

42 **WORK BASE**
43

44 All provisions of Section 11C shall apply.
45

46 **NEIGHBOR ISLAND WORK ASSIGNMENTS**
47

48 All provisions of Section 11E shall apply.
49
50
51

SECTION 12

HOLIDAYS

The Company will observe the following holidays:

Presidents' Day	General Election Day
Good Friday	Veterans' Day
Memorial Day	Thanksgiving Day
Kamehameha Day	Christmas Day
Independence Day	New Year's Day
Admission Day	*1/2 day Christmas Eve
Labor Day	*1/2 day New Year's Eve
Discoverers' Day	

*Observed the last scheduled working days before Christmas and New Year's Eves.

When a holiday falls on an employee's first designated day off in the workweek, the preceding scheduled workday shall be observed as the holiday.

When a holiday falls on an employee's second designated day off in the work week, the following scheduled workday shall be observed as the holiday.

All employees whose work schedules permit will be entitled to have the day off and shall receive their regular straight time pay for eight hours.

In case the Company requires an employee to work on a designated holiday, the employee will receive eight hours holiday pay and, in addition, the work performed by such employee shall be paid for at one and one-half times the regular straight time rate for the first eight hours, and all overtime in excess of eight hours shall be paid at two times the regular straight time rate. In the case of a shift operator, the day shall be considered a holiday if fifty percent or more of the employee's time is worked on that day.

An employee, who has been notified at least twenty-four hours in advance to work on a holiday and who does not work without a valid excuse, shall receive no holiday pay for that day. Advance notice may be less than twenty-four hours in case of an emergency.

An employee, who has an unexcused absence on a scheduled work day immediately preceding or immediately following a holiday, will receive no holiday pay for such holiday unless the employee has notified the supervisor in writing, prior to the holiday, that the employee will be absent.

SECTION 13

VACATION WITH PAY

All employees shall be entitled to vacation with pay in accordance with the following schedule:

<u>Years of Service</u>	<u>Benefit Schedule</u>
More than 1 year - less than 5 years	80 hours vacation
5 years - less than 15 years	120 hours vacation
15 years - less than 25 years	160 hours vacation
25 years and over	200 hours vacation

Vacation hours shall be awarded on an accrual basis after the employee's first anniversary. At the employee's first anniversary date, 80 hours of vacation will be posted on employees' paycheck stubs. Following the first year of employment, vacation will be posted on employees' paycheck stubs as it is earned. This means that on the first anniversary date, employees' will receive 80 hours of earned vacation and thereafter, will be awarded an incremental portion of their vacation as it is earned during the year. The accrual percentage will change on an employee's 5th, 15th, and 25th anniversary dates, based on how vacation is earned in accordance with the above schedule.

The vacation pay shall be computed on the employee's current straight time hourly rate. An employee working out of the regular classification when the vacation starts will receive the pay rate of the higher rated job during the vacation provided the employee has been working at the higher rate in the five work days immediately preceding the starting date of the vacation.

When a holiday falls within the vacation period it shall not be counted as part of the vacation but shall be postponed to the first scheduled working day following the vacation. The employee will not be required to work on this holiday except in emergencies.

The Company shall have the sole and exclusive right to determine the period during which any employee shall take vacation, but the expressed preference of the employee will be given due consideration. The existing Company policy permits one-day vacations under certain circumstances. Vacations shall not be cumulative; however the Company will allow deferrals up to 120 hours.

An employee shall not be required to start vacation while the employee is suffering a bona fide illness or injury.

An employee who is called to return to work after the start of vacation will be paid at the rate of time and one-half for all hours worked on the days that would have been vacation. The balance of the vacation will be scheduled at a later date. In addition, the Company agrees to pay transportation costs should the employee be on one of the other islands when called to return to work while on vacation.

An employee who has not received an annual vacation for which the employee is eligible by December 31 of any calendar year will be entitled to pay equivalent to the vacation allowance.

1 An employee terminating employment with the Company will be granted the prorated share of
2 earned vacation allowance based on the number of full calendar weeks elapsed between the
3 employee's employment anniversary date and the date of termination of service.

4
5 Providing an employee makes a request for additional vacation time for the express purpose of
6 making an extended trip, the Company will advance up to a maximum of two additional weeks of
7 the succeeding year's vacation allowance, provided the advance vacation is taken at the same
8 time as the regular vacation. If the employee has five years or less of Company service, this
9 advance allowance must have been earned as of the date the vacation is to be taken. If the
10 employee has more than five years of service, this advance allowance need not have been
11 earned.

12
13 If an employee is away from work for two or more days because of personal emergencies and if
14 the employee's current year's vacation has been used, the employee may request an advance of
15 the next year's vacation up to five working days. Examples of reasons that will be accepted are
16 the need to take care of young children because of the illness of the employee's spouse or the
17 immediate need to repair the employee's home because of storm damage. Routine repairs or
18 painting of a home will not be considered as a valid reason.

19
20
21
22 SECTION 13A

23
24 BONUS VACATION

25
26
27 An employee will be eligible for a bonus vacation in addition to any vacation allowance the
28 employee is entitled to as set forth in Section 13. The bonus vacation, as herein provided,
29 accrues on the first day of each calendar year in which the employee qualifies for a bonus
30 vacation and must be taken in that calendar year. The employee acquires no right to all or any
31 part of the bonus vacation unless the employee works in the calendar year in which it accrues.

32
33 The bonus vacation allowance will be determined as follows:

34
35 In each calendar year following the first year of employment, an employee who has used
36 40 hours or less of paid or unpaid sickness benefits in the preceding year shall be entitled
37 to 8 hours of bonus vacation. The employee must complete one year of service before
38 becoming qualified for such day.

39
40 The provisions of this section shall not apply to a temporary or part-time employee.
41
42
43
44
45
46
47
48
49
50
51

SECTION 14

SICKNESS BENEFITS

ARTICLE 1

An employee shall be qualified to receive payments under these regulations because of physical inability to work by reason of sickness or accident outside of working hours not covered by the Workers' Compensation Law and not caused by the employee's willful intention to injure self or by intoxication or by the use of narcotic, hallucinogenic or illegal drugs or substances.

ARTICLE 2

BENEFIT SCHEDULE

Effective 01/1/2012:

<u>Years of Service with Company</u>	<u>Maximum Sick Benefit Schedule</u>
Date of hire	40 hours full pay
1 year	40 hours full pay on anniversary date
2 years	80 hours full pay *
3 years – 6 years	128 hours full pay *
7 years – 9 years	256 hours full pay *
10 years and over	384 hours full pay *

* Sick leave benefits will be awarded on January 1, for the entire year, except in the case of retirement, in which case, sick leave will be awarded on a pro-rated basis throughout the year.

To determine the benefits, full pay shall be based on a work week of forty hours and shall be computed at the employee's regular hourly rate of pay.

If an employee becomes ill while working out of the employee's regular classification, the employee will receive the pay rate of the higher rated job for sickness benefit payments provided the employee has been working at the higher rate in the fifteen consecutive work days immediately preceding the start of the illness.

ARTICLE 3

The Employee's Request Section of the Company form must be completed in all cases of illness or injury not covered by the Workers' Compensation Law for each pay period, regardless of whether the employee is receiving sickness benefit payments.

1 The Company will require the signature of a medical doctor (M.D.) or doctor of osteopath (D.O.)
2 for absences due to sickness or injury of three or more days. An employee with four or more
3 illnesses in the previous twelve-month period will be required to bring an M.D. or D.O. certificate
4 on all illnesses including those of one or two-day duration. Where the Company Representative
5 recommends it, either because the illness was chronic or because of the Company
6 Representative's personal knowledge of the illness, this requirement may be waived. However, if
7 a Company Representative calling on the employee does not find the employee at home, the
8 employee will not be paid, unless an M.D. or D.O. certificate is submitted covering the day or days
9 the employee was not at home.

10
11 In cases where the employee is hospitalized or in cases where the Company Representative
12 recommends it, the Physician's Statement will only be required to be completed on the first pay
13 period and the pay period during which the employee returns to work.

14
15 When an employee has reported for work and, in the opinion of the supervisor, is too ill to work or
16 the employee's presence is detrimental to the health of other employees, the employee may be
17 ordered home for the whole day without loss of compensation.

18
19
20 ARTICLE 4

21
22 An employee shall not be entitled to sickness benefits for time for which wages have been paid by
23 the Company.

24
25
26 ARTICLE 5

27
28 An employee absent from work because of illness or injury shall notify the supervisor or the
29 clerical office where the employee's time card is processed, preferably before starting time but not
30 later than one hour after starting time on the first day of absence. Failure to notify either of the
31 above will forfeit benefit payments unless the delay is proved unavoidable.

32
33 For Hawaiian Electric's Construction & Maintenance department employees only: An employee
34 absent from work because of illness or injury shall notify the office, where the employee's
35 timecard is processed, one hour before starting time on the first day of absence. Failure to notify
36 the Company will forfeit benefit payments unless the delay is proved unavoidable. The absent
37 employee must notify the Company, preferably, by the close of the prior business day (but no later
38 than one hour before starting time) before returning to work from an illness or injury.

39
40
41 ARTICLE 6

42
43 The Company may, at its own discretion, require an examination by its own physician before
44 benefits will be paid.

45
46
47 ARTICLE 7

48
49 An employee who falsifies illness reports or abuses the privileges of the plan will be rejected for
50 the sickness benefit payment and will forfeit the allowance for the following twelve-month period.
51

1 ARTICLE 8

2
3 When an employee is ill or is injured on days which have been scheduled as vacation, the
4 employee may qualify for sickness benefits in accordance with the schedule for those days
5 provided the employee has:

6
7 (a) Notified the supervisor or the clerical office before noon of the first day of illness or injury,

8
9 (b) Been attended by a doctor (M.D. or D.O.), and

10
11 (c) Completed the first two sections of the Company form (Certification of Sickness or Injury).

12
13 The days for which vacation benefits have been paid will be considered as sickness or injury days
14 to be taken as vacation days later in that calendar year.

15
16
17 ARTICLE 9

18
19 As of 1/1/2012, sick leave hours for Retro 1 (2011) and Retro 2 (2010) will be "frozen" and
20 transferred to a "sick leave bank". In the case of a serious illness when the absence exceeds five
21 working days and the current year's sickness benefits have been used up, unused sickness
22 benefits from the sick leave bank may be used. Any unused current year sick leave hours will be
23 added to the sick leave bank. The sum of the current year's sickness benefits and sick leave
24 bank will be allowed to accumulate up to a maximum of 1,440 hours.

25
26
27 ARTICLE 10

28
29 An employee on extended illness who does not have benefits available under the Sickness
30 Benefit Plan will receive the benefits provided under the State Temporary Disability Insurance Act.
31 Temporary disability payments will be made after a period of seven days without compensation.
32 When coverage under the Sickness Benefit Plan and the Temporary Disability Insurance Act is
33 combined, such coverage shall not exceed twenty-six weeks.

34
35
36 ARTICLE 11

37
38 When an employee, because of pregnancy or the termination of pregnancy, is considered by her
39 doctor to be unable to perform any duties of her employment, she shall be eligible for sickness
40 benefits as provided in this Section.

41
42 On the date the employee becomes able to perform the duties of her employment as determined
43 by her doctor, she shall return to her old job.

1
2 SECTION 15

3 WORKERS' COMPENSATION
4

5
6 The basis of compensation for an employee during the period of temporary total disability from an
7 injury arising from employment will be as follows:
8

9 An employee receiving Workers' Compensation benefits will receive a proportional amount
10 of available sick leave benefits then available vacation benefits where the sum of both
11 equals the net income earned after taxes until such benefits are exhausted. Subsequent
12 to this, the employee will be paid in accordance with the provisions of the Workers'
13 Compensation Law.
14

15 Willful acts will be compensated in accordance with State law.
16
17

18 SECTION 15A

19 OTHER BENEFITS
20
21

22 ARTICLE 1 - PARTNERS TO CIVIL UNIONS
23
24

25
26 Employees may elect coverage of their civil union partners and civil union partners' children
27 under certain of the Company's welfare benefit plans, including medical, dental, vision and
28 dependent life insurance, to the extent permitted by the terms of the insurance carrier's policies
29 and/or required by State or Federal Law.
30

31 The employee's contribution for medical, dental, and vision benefits under the FlexPlan may be
32 paid on a pre-tax basis and the Company's contribution for such benefits is excludible from
33 employee income for Federal income tax purposes if the civil union partner qualifies as a tax
34 dependent of the employee. If the civil union partner does not qualify as a tax dependent, the
35 employee's contribution for medical, dental and vision benefits must be paid on an after-tax
36 basis and the Company's contribution will be included in the employee's income. For State
37 income tax purposes, the employee's contribution for medical, dental, and vision benefits may
38 be paid on a pre-tax basis and the Company's contribution for such benefits is not included in
39 the employee's income. Dependent life insurance is paid on an after-tax basis. In addition,
40 employees may elect flex spending account benefits with respect to their civil union partner if
41 their civil union partner qualifies as a tax dependent.
42

43 In order for a civil union partner to be eligible for coverage, the employee and partner must
44 have entered into a civil union under Hawaii law or the law of a jurisdiction recognized by Hawaii
45 law and must document the existence of the union. The Company reserves the right to
46 determine whether the requirements of the law have been met.
47
48
49
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51

ARTICLE 2 - MEDICAL PLANS

Medical benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefit Plan. The Company will provide regular full-time employees, their spouses, civil union partners, children up to age 26 and civil union partner's children up to age 26, medical benefits under one of the following plans ("medical plans"), subject to the membership requirements of this Agreement:

- (1) HMSA CompMed A Plan with coverage at 80% of eligible charges, \$100 per person/\$300 per family annual deductible*, \$3,000 per person/\$9,000 per family calendar year maximum out-of-pocket limit.
- (2) HMSA HPH+ Plan with \$20.00 per visit co-payment, \$20.00 per lab/x-ray co-payment, \$75 per day hospital co-payment, and \$2,500 per person/\$7,500 per family calendar year maximum out-of-pocket limit.
- (3) Kaiser Plan with \$20.00 per visit co-payment, \$20.00 per dept. per day lab/x-ray services co-payment, \$75 per day hospital co-payment, and \$2,500 per person/\$7,500 per family calendar year maximum out-of-pocket limit.

*Deductible does not apply to preventive services, wellness, and immunizations.

Plan provisions are included in the Summary Plan Description and HMSA and Kaiser brochures.

An employee will be eligible for coverage on the first of the month coincident with or following the date he/she becomes a regular full-time employee.

Upon the death of an eligible employee, coverage under the medical plan for other covered individuals will continue for two years or until Medicare eligibility, if earlier.

The Company will provide probationary employees, their spouses, civil union partners, children and civil union partner's children up to age 26, coverage under the HMSA CompMed A ((1) above) or Kaiser ((3) above).

A probationary employee will be eligible for coverage on the first of the month coincident with or following the employee's hire date or receipt of enrollment. Probationary employees are required to contribute the following applicable amounts per pay period:

	<u>Single</u>	<u>Single Parent</u>	<u>Couple</u>	<u>Family</u>
January 1, 2013	\$9.50	\$19.00	\$28.50	\$38.00
January 1, 2014	16% of the premium			
January 1, 2015	17% of the premium			
January 1, 2016	18% of the premium			
January 1, 2017	19% of the premium			
January 1, 2018	20% of the premium			

1 ARTICLE 3 - DRUG PLAN

2
3 Drug benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefits
4 Plan. The Company will provide regular full-time employees, their spouses, civil union partners,
5 children and civil union partner's children up to age 26 covered under a medical plan, benefits
6 under a drug rider (HMSA, Kaiser).
7

8 Plan provisions are included in the Summary Plan Description and HMSA and Kaiser
9 brochures.
10

11 Effective January 1, 2012, through December 31, 2014, the drug riders will be as follows:
12

13 The drug rider for the HMSA CompMed A and HPH+ medical plans will be the HMSA
14 Point of Service drug rider (171) modified to provide pre-paid co-payments of \$12.00 for
15 generic, \$24.00 for preferred brand name, and 30% of eligible charge for non-preferred
16 brand name drugs; \$24.00 for generic and \$48.00 for brand name drugs through mail
17 order (90 day supply).
18

19 The drug rider for the Kaiser Plan will provide pre-paid co-payments of \$14.00 and
20 \$28.00 through mail order (90 day supply).
21

22 Upon the death of an eligible employee, coverage under the drug rider for other covered
23 individuals will continue for two years or until Medicare age, if earlier.
24

25
26 ARTICLE 4 - VISION PLAN

27
28 Vision benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefits
29 Plan. The Company will provide regular full-time employees, their spouses, civil union partners,
30 children and civil union partner's children up to age 26 covered under a medical plan benefits
31 under a vision plan.
32

33 Plan provisions are included in the Summary Plan Description and Vision Service Plan ("VSP")
34 brochure.
35

36 Effective January 1, 2011 through December 31, 2014, vision benefits will be under the VSP
37 Enhanced Plan B with one frame allowance every 24 months and a frame allowance upgrade to
38 \$95 retail.
39

40 Upon the death of an eligible employee, coverage under the vision plan for other covered
41 individuals will continue for two years.
42

43
44 ARTICLE 5 - DENTAL PLAN

45
46 Dental benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefits
47 Plan. The Company will provide regular full-time employees, their spouses, civil union partners,
48 children and civil union partner's children up to age 26 dental benefits subject to the
49 membership requirements of this Agreement.
50
51

Effective January 1, 2013 through December 31, 2014 dental benefits will be under the Hawaii Dental Service ("HDS") Association Major Care Plan.

Plan provisions are included in the Summary Plan Description and HDS brochure.

An employee will be eligible for coverage on the first of the month coincident with or following the date he/she becomes a regular full-time employee.

Upon the death of an eligible employee, coverage under the dental plan for other covered individuals will continue for two years.

ARTICLE 6 - RETIREMENT PLAN

Regular full-time employees are eligible to participate in the Retirement Plan for Employees of Hawaiian Electric Industries, Inc. and Participating Subsidiaries ("Retirement Plan"). Plan provisions are included in the Summary Plan Description.

Effective May 1, 2011, the Retirement Plan will be amended to provide a new defined benefit structure for employees hired after April 30, 2011, as follows (employees hired on or before April 30, 2011, please refer to the Summary Plan Description for your respective Retirement Plans):

- (1) Normal retirement benefits will be determined based on 1.25% times years of Credited Service times Final Pay with no cap.
- (2) Earliest retirement age is 55 with 20 years of service. Subsidized early retirement benefits are:

<u>Age at Retirement</u>	<u>% of Accrued Benefit</u>
62-65	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55	79%

- (3) No early retirement subsidy is applicable to employees who retire with less than 20 years of service.

- (4) No cost-of-living adjustment.

Regular full-time employees are eligible to participate in the Hawaiian Electric Industries Retirement Savings (hereinafter "HEIRS") 401(k) Plan effective January 1, 1989. Plan provisions are included in the Summary Plan Description.

Effective May 1, 2011, the HEIRS Plan will be amended to provide a Company match for employees hired after April 30, 2011, as follows:

(1) Company will provide a 50% match of employee deferrals up to 6%.

(2) Vesting for Company match:

<u>Yrs. Of Vesting Service</u>	<u>Vested Percentage</u>
Less than 2 yrs.	0%
2 yrs	20%
3 yrs	40%
4 yrs	60%
5 yrs	80%
6+ yrs	100%

ARTICLE 7 - OTHER POST RETIREMENT BENEFITS

Regular full-time employees are eligible to participate in the Company's Postretirement Welfare Benefits Plan ("Postretirement Plan"). Plan provisions are included in the Summary Plan Description.

Effective January 1, 2011, the Postretirement Plan will be amended as follows:

Postretirement Plan for Employees Hired Before May 1, 2011

Upon retirement after qualifying for a pension benefit under the Retirement Plan (Article 6) prior to January 1, 2012, eligible employees who were hired before May 1, 2011 are eligible to elect medical and drug, vision and dental benefits under the Postretirement Plan for themselves and their eligible spouses and children.

Upon retirement on or after January 1, 2012, eligible employees who were hired before May 1, 2011, who have attained at least age 50 and accrued at least 20 years of service at date of retirement are eligible to elect medical and drug, vision and dental benefits under the Postretirement Plan for themselves and their eligible spouses, or civil union partners, children up to age 26 and civil union partner's children up to age 26.

Pre-Medicare Plans:

Benefits will be provided through coverage in one of the following pre-Medicare plans in effect for 2013:

- (1) HMSA CompMed A Plan with coverage at 80% of eligible charges, \$100 per person/\$300 per family annual deductible*, \$3,000 per person/\$9,000 per family calendar year maximum out-of-pocket limit.
- (2) HMSA HPH+ Plan with \$20.00 per visit co-payment, \$100 per hospital admission co-payment and \$1,750 per person/\$5,250 per family calendar year maximum out-of-pocket limit.
- (3) Kaiser Plan with \$20.00 per visit co-payment, \$20.00 per dept. per day lab/x-ray services co-payment, \$100 per hospital admission co-payment and \$1,750 per person/\$5,250 per family calendar year maximum out-of-pocket limit.

* Deductible does not apply to well-child care and preventive services such as PSA, pap smear and mammography.

Benefits will be provided through coverage in one of the pre-Medicare plans listed in Article 2 – Medical Plans, Article 3 – Drug Plan, Article 4 – Vision Plan and Article 5 – Dental Plan.

Spouses or civil union partners are eligible for coverage provided the spouse or civil union partner does not have comparable coverage available from his/her employer or former employer.

Post-Medicare Plans:

At the time the eligible retiree and eligible spouse reaches Medicare age, medical plan coverage will be provided by one of the following post-Medicare supplement plans:

- (A) HMSA Akamai Advantage Assured
- (B) HMSA Akamai Advantage Preferred
- (C) Kaiser Senior Advantage Plan

Civil union partners are eligible for coverage provided the civil union partner does not have comparable coverage available from his/her employer or former employer.

For eligible employees who were hired prior to January 1, 1999, and who retire on or after January 1, 1999, their eligible spouses or civil union partners, vision and dental plan coverage will terminate when each reaches Medicare age.

The Company will reimburse each eligible retiree and eligible spouse or civil union partner up to \$24.80 a month for Medicare Part B premiums paid by the retiree, spouse or civil union partner.

Upon the death of an eligible retiree, coverage under the health plans for other covered individuals will continue for two years.

Company Contributions:

The Company will contribute towards postretirement health plan (medical/drug, dental and vision) premiums for eligible retirees, their eligible spouses, and children up to age 26 based on the employee's years of service at retirement as follows:

For eligible employees who retire on or after January 1, 1994:

<u>Yrs. of Service at Retirement</u>	<u>Co. Contribution % of Health Plan Premium</u>
0 – 5	0%
6 – 9	25%
10 – 14	50%
15 – 19	75%
20+	100%

Table 1

The Company's contribution for eligible employees who had at least eleven (11) years of service as of December 31, 1993, will be 100% of health plan premiums.

For eligible employees who were hired prior to January 1, 1999, and who retire on or after January 1, 1999, the Company's annual contribution towards health plan premiums upon retirement will be based on Table 1 above, subject to the following maximum annual limits:

	<u>Maximum Annual Company Contribution</u>
Retiree, spouse, & children (Not covered by Medicare)	\$15,000 (medical/drug, dental, vision)
Single retiree or single spouse (Not covered by Medicare)	\$ 7,500 (medical/drug, dental, vision)
Single retiree or spouse (Covered by Medicare)	\$ 3,000 (medical)

Table 1A

For eligible employees who were hired on or after January 1, 1999, and subsequently retire, the Company's annual contribution towards health plan premiums upon retirement will be based on the following table and maximum annual limits:

	<u>Company Contribution % of Health Plan Premium</u>	<u>Maximum Annual Company Contribution</u>
Retiree, spouse & children (Not covered by Medicare)	50%	\$10,000 (medical/drug, dental, vision)
Single retiree or single spouse (Not covered by Medicare)	50%	\$5,000 (medical/drug, dental, vision)
Single retiree or spouse (Covered by Medicare)	100%	\$ 2,500 (medical/drug)

Table 2

Upon retirement after January 1, 1999, eligible employees who were hired prior to January 1, 1999 are eligible to elect post-Medicare drug plan coverage for themselves and their eligible spouses when each becomes eligible for Medicare and enrolls in a Medicare supplement plan ((A), (B) or (C) above).

In accordance with Medicare rules, the post-Medicare plans are only available to retirees who are not covered by another Medicare Plan.

The Company will contribute towards the post-Medicare drug plan premium based on the following table according to the employee's years of service at retirement and maximum annual limits:

<u>Yrs. of Service at Retirement</u>	<u>Co. Contribution % of Premium</u>	<u>Maximum Annual Co. Contribution Per Person</u>
0 - 5	0%	
6 - 9	25%	\$ 400
10 - 14	50%	\$ 800
15 - 19	75%	\$1,200
20+	100%	\$1,600

Table 3

For eligible employees who are hired on or after January 1, 1999, subsequently retire and are pre-Medicare, the Company's annual contribution towards the drug benefits are included in the Maximum Company Contribution indicated in Table 2 above.

Civil union partners are eligible for coverage provided the civil union partner does not have comparable coverage available from his/her employer or former employer.

Postretirement Health Plans for Employees Hired On or After May 1, 2011

Eligible employees who are hired on or after May 1, 2011 and attained at least age 55 and accrued at least 20 years of service at date of retirement are eligible to elect postretirement medical and drug, vision and dental benefits under the Postretirement Plan for themselves.

Benefits will be provided through coverage in one of the pre-Medicare health plans listed in Article 2 – Medical Plans, Article 3 – Drug Plan, Article 4 – Vision Plan and Article 5 – Dental Plan.

When the eligible retiree reaches Medicare age, medical plan coverage will be provided by one of the Medicare supplement plans ((A), (B) or (C) above). Vision and dental plan coverage will terminate.

Company Contributions

The Company will contribute towards postretirement health plan (medical/drug, dental and vision) premiums for eligible employees based on the employee's years of service at retirement as follows:

<u>Yrs. of Service at Retirement</u>	<u>Co. Contribution % of Health Premium</u>		<u>Annual Maximum Co. Contribution</u>
	<u>Under Age 65</u>	<u>Age 65+</u>	
20 - 24	25%	70%	\$5,000 (medical/ drug, dental, vision)
25+	40%	100%	\$2,500 (medical/drug)

Table 4

The Company will reimburse each eligible retiree up to \$24.80 a month for Medicare Part B premiums paid by the retiree.

Postretirement Group Life Insurance for Employees Hired Before May 1, 2011

Upon retirement prior to May 1, 2011, eligible employees will be provided group life insurance coverage of \$20,000.

Upon retirement on or after May 1, 2011, only eligible employees who have attained at least age 50 and accrued at least 20 years of service at date of retirement will be provided group life insurance coverage of \$20,000.

Postretirement Group Life Insurance for Employees Hired On or After May 1, 2011

Upon retirement, eligible employees who were hired on or after May 1, 2011 and attained at least age 55 and accrued at least 20 years of service at date of retirement will be provided group life insurance coverage of \$20,000.

ARTICLE 8 - GROUP LIFE INSURANCE PLAN

Group life insurance benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefits Plan. Regular full-time employees will be provided group life insurance coverage options as follows:

\$50,000

½ times annual pay

1½ times annual pay

2½ times annual pay

3½ times annual pay

Life insurance coverage for dependents will be available as an option provided employees pay the full premium.

An employee will be eligible for coverage on the first of the month coincident with or following the date he/she becomes a regular full-time employee.

Plan provisions are included in the Summary Plan Description and Group Life Insurance certificate.

ARTICLE 9 - LONG TERM DISABILITY PLAN

Long Term Disability benefits will be provided under the Hawaiian Electric Industries, Inc. Welfare Benefits Plan. Regular full-time employees will be covered under an insured Long Term Disability Plan ("LTD Plan").

Plan provisions are included in the Summary Plan Description and Long Term Disability certificate.

An employee will be eligible for coverage on the first of the month following six months of service as a regular full-time employee.

1 The LTD Plan generally provides eligible employees who are totally disabled (the first 24
2 months from their own job, thereafter from any job within the companies) with benefits of 60%
3 of their straight time pay or 60% of the prevailing Lineman Thereafter rate, whichever is less.
4 Payments begin after sickness and vacation benefits and temporary disability (TDI) benefits, as
5 provided in this Agreement, are exhausted. LTD payments are offset by other income such as
6 Social Security, Worker's Compensation, pension and any Company-provided wage or benefit
7 payments received by the employee.
8

9 Benefits are payable as long as the employee remains totally disabled 1) until the attainment of
10 his/her 65th birthday, if disabled before age 60, 2) for 54 months, if disabled between ages 60-
11 64, 3) for 30 months, if disabled between ages 65-70, 4) for 18 months, if disabled after age 70,
12 but before age 75, or 5) for 12 months, if disabled at age 75 or over.
13

14 15 ARTICLE 10 - ACCIDENT INSURANCE 16

17 Business Travel Accidental Death & Dismemberment insurance coverage will be provided
18 under the Hawaiian Electric Industries, Inc. Welfare Benefits plan. Regular full-time employees
19 will be covered under a Business Travel Accident Policy which provides \$75,000 of accidental
20 death and dismemberment coverage while they are away from their home base on company
21 business.
22

23 The policy will also provide \$200,000 of death benefits while traveling by helicopter as
24 passengers on company business anywhere in Hawaii.
25

26 27 ARTICLE 11 - FLEXPLAN 28

29 Employees are eligible to participate in the Hawaiian Electric Industries, Inc. FlexPlan
30 ("FlexPlan") effective the first of the month coincident with or following the date he/she becomes
31 a regular full-time employee.
32

33 1. FlexPlan will include as primary benefit options medical/drug, dental, and vision plans
34 (collectively "health plans" as described in Articles 2, 3, 4, and 5), and employee group
35 life insurance (as described in Article 8).
36

37 Secondary benefit options under FlexPlan will include dependent life and accidental
38 death and dismemberment insurance plans.
39

40 a. Flex Credits 41

42 1) The Company will provide Flex Credits for group life insurance in an amount
43 equal to the premiums for coverage of 1½ x annual base pay for each employee.
44

45 2) Flex credits for the health plans will be \$67.54 per pay period for 24 pay periods.
46

47 b. Flex Prices 48

49 1) Flex prices for group life insurance will be in an amount equal to the premiums
50 for the coverage selected by each employee.
51

- 2) For January 1, 2013 to December 31 2018, Flex Prices for health plans will be determined by the Company provided employee contributions for health plans will be limited to the following:

	CompMed A Kaiser		HPH+	
	Per Pay Period	Annual	Per Pay Period	Annual
<u>January 1, 2013</u>				
Single	\$ 9.50	\$ 228.00	\$ 35.00	\$ 840.00
Single Parent	\$19.00	\$ 456.00	\$ 65.00	\$1,560.00
Couple	\$28.50	\$ 684.00	\$ 85.00	\$2,040.00
Family	\$38.00	\$ 912.00	\$105.00	\$2,520.00

January 1, 2014: 16% of the premium

January 1, 2015: 17% of the premium

January 1, 2016: 18% of the premium

January 1, 2017: 19% of the premium

January 1, 2018: 20% of the premium

- 3) Effective on January 1, 2014, Flex credits for health plans shall be \$67.54 per pay period for 24 pay periods that will be subtracted from the total premium of the health plan (comprising of medical, dental and vision) selected and the employee will pay the requisite percentage as the employee's premium co-share.

Payroll deductions will be based on a salary reduction agreement between the employee and the Company. In addition, if the Company receives an experience refund or surplus, such refund or surplus will be credited to the plans premium rate for the subsequent year.

2. An eligible employee may choose the medical (including drug and vision) and dental care plan and the level of coverage (employee only or including eligible dependents), during the open enrollment period in accordance with the rules of the FlexPlan.
3. Other than during an open enrollment period, changes to the choice of plan, level of coverage and spending accounts can only be made when a change in family status occurs in accordance with the rules of the FlexPlan.
4. FlexPlan participants are eligible to participate in the Hawaiian Electric Industries, Inc. Health Care Reimbursement Plan and Dependent Care Reimbursement Plan ("Spending Accounts").
5. The Company will use HMSA, Kaiser, HDS, and VSP as providers for health care plans. Any substitutions or deletions of these providers, or plan design changes to stabilize rates will be made by mutual consent of the Company and the Union. The Company may introduce new providers upon at least sixty days' notice to the Union, prior to any notice to employees.

1 6. The Company will comply with tax laws that currently affect or may affect the operation
2 of FlexPlan or Spending Accounts.

3
4 7. Should any Federal law place restrictions or limitations on FlexPlan or Spending
5 Accounts after the effective date of this Agreement that have an adverse effect on the
6 Company or employees, the Company and the Union mutually agree to negotiate a
7 comparable plan as soon as practicable, given the effective date of such Federal law.
8

9 8. Active employee costs and claims experience for insurance plans will be kept separate
10 from the retiree cost and claims experience.
11

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13
14 SECTION 16

15
16 SAFETY RULES
17

18
19 Safety rules are a part of this Agreement and are covered in the Safety and Health Manual
20 distributed by the Company. These rules may be changed by the Company from time to time to
21 meet new conditions as they may arise to provide safer working conditions for employees.
22

23 When the Manual specifically addresses a subject and there is no question regarding the
24 application or interpretation of the Manual, the procedures outlined in the Manual will govern.
25

26 If a subject is not covered in the Manual, the supervisor shall have the responsibility of
27 determining whether it is safe to do the work and, if requested, explain how the work can be done
28 safely.
29

30 If a difference arises in the application or interpretation of the Manual, the decision of the
31 supervisor in charge of the job shall be followed. Subsequent appeal may be made through
32 established channels (Section 1.3 of the Manual).
33

34 It is not the intention of the Company to hold the Union liable for such acts of individual employees
35 in violation of the safety rules provisions of this Agreement where such acts are not sponsored,
36 authorized, or ratified by the Union or its representatives.
37

38 A Joint Safety Committee composed of an equal number of representatives (minimum of four
39 each) from management and the Union will be established and will operate during the term of this
40 Agreement. The committee will have at least quarterly meetings scheduled at the beginning of
41 each year of this Agreement.
42

43 The Union shall promote among its members the realization of the responsibility of the individual
44 with regard to the prevention of accidents.
45

46 Regular work group safety meetings will be held monthly for employees in Meter Reading and
47 Field Services and for other affected employees, excluding operating personnel.
48
49
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1 SECTION 17

2
3 EMPLOYEE STATUS
4

5
6 An employee shall be designated as temporary, probationary, or regular depending on the length
7 of employment and on the character of the work for which the employee has been employed.
8

9 A temporary employee is one hired for the duration of a specified job or for a limited period of
10 time.
11

12 Temporary work of this nature shall be limited to a period of time not to exceed three months.
13 Under exceptional circumstances, an extension of temporary employment may be made for an
14 additional period not to exceed three months.
15

16 If while employed as a temporary employee in a given classification, such employee is transferred
17 to a probationary basis in such classification, the Company shall, in computing the length of the
18 probationary period, include the time spent in such classification on a temporary basis.
19

20 The Company retains the right to expand its temporary forces at any time. The Union will be
21 notified of the additions in advance when it is practical to do so.
22

23 A probationary employee is one who has been hired for a trial period not to exceed six months, for
24 a position that has been regularly established and is of indeterminate duration.
25

26 A temporary or probationary employee may be subject to discharge at the discretion of the
27 Company as long as the discharge is not discriminatory and is not for the purpose of keeping a
28 job filled with a probationary employee.
29

30 Upon completion of six months of continuous service, a probationary employee who has
31 demonstrated the qualifications for the work and has satisfactorily passed the Company's full
32 physical examination for a regular employee shall be given the status of a regular employee.
33

34 In case of absence for any cause for more than a cumulative total of thirty days, the employee's
35 qualifying date for transfer to the status of a regular employee may be deferred a length of time
36 equivalent to the length of absence.
37

38
39
40 SECTION 18

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42 LEAVE OF ABSENCE
43 FOR UNION OFFICIALS
44

45
46 Any employee now serving as an officer of the Union or hereafter elected to office in the Union
47 which requires all or part of the employee's time shall retain the seniority rating and shall be
48 entitled to a leave of absence without pay.
49
50
51

SECTION 19

DEATH IN FAMILY

When a death occurs to a member of an employee's family, the employee will be given time off without loss of compensation as listed below:

1. Husband or wife of the employee40 hours
2. Child of the employee40 hours
3. Father or mother of the employee24 hours
4. Father-in-law or mother-in-law of the employee24 hours
5. Sister or brother of the employee16 hours
6. Grandparents of the employee16 hours

The time off shall be given when the death occurs in the State of Hawaii. When the death occurs outside the State of Hawaii, benefits shall be paid as follows:

Time off will be given according to the above schedule if the employee leaves the State of Hawaii.

If the employee does not leave the State of Hawaii, the employee will be given 8 hours time off without loss of compensation if the employee is on a 5/8 schedule, or 10 hours if the employee is on a 4/10 schedule.

SECTION 19A

JURY OR WITNESS DUTY

An employee serving as a juror in any court or as a witness before any court or governmental body having the power to summons will be allowed full pay for all time lost from work on account of such duty. The employee shall not be paid when subpoenaed in cases where the employee is involved because of negligence or conduct.

An employee excused to serve as juror or witness must report for work during the regular working hours when the employee is not required to be present in court.

An employee, who is called for jury duty during the vacation period, will not be entitled to additional vacation time until the employee has served all or part of three days in court. After the three-day period, the employee will be allowed one additional vacation day for each day or portion thereof spent in court. This provision shall not apply to any expert witness subpoenaed and paid a fee.

SECTION 20

RIGHT OF ACCESS TO COMPANY'S PROPERTY

The Company will grant to any properly authorized Union representative the right to go on Company premises to investigate grievances and to collect Union dues and to contact Union members on Union business when necessary.

SECTION 21

GRIEVANCE PROCEDURE

When an employee who is covered by the terms of this Agreement or the Union believes that the Company has violated the express terms thereof and that by reason of such violation its rights arising out of such Agreement have been adversely affected, the employee shall follow the procedure hereinafter set forth in presenting the grievance. (When any such employee or group of employees has a grievance arising other than through such violation, the employee or group of employees, as the case may be, may present such grievance to the Company in accordance with the provisions of sub-sections (a), (b), (d) and (f) of the grievance procedure.) It is agreed that only grievances involving the interpretation or application of this Agreement may be submitted to arbitration.

A grievance must be filed within a thirty (30) day time limit from the date of discovery of an occurrence that may be cause for the filing of a grievance, exclusive of Saturdays, Sundays and holidays. Any grievance filed beyond this time limit shall be deemed as untimely and not subject to the Grievance Procedure. This time limit shall similarly affect all other steps in the grievance procedure unless otherwise stated.

It is agreed that any type of disciplinary action taken by the Company against an employee shall be subject to the Grievance Procedure and Arbitration. Upon request, a suspended or discharged employee shall be furnished the reason for the suspension or discharge in writing.

(a) Step 1. Supervisor. Any employee shall first either personally, or through a representative or committee of the Union acting upon behalf of such employee, or upon its own behalf, present the alleged grievance orally to the supervisor of the employee.

(b) Step 2. Department Manager. If the supervisor does not adjust such grievance to the complainant's satisfaction, then the complainant may present the alleged grievance in writing to the department manager.

(c) Step 3. Mediation - By Mutual Agreement. If the department manager does not adjust such grievance to the complainant's satisfaction within ten days, exclusive of Saturdays, Sundays and holidays, then the Union or the Company may request the services of the Federal Mediation & Conciliation Service in an attempt to resolve the grievance. This is an optional step and must be mutually agreed upon by the Union and the Company. All agreements made in mediation shall be final and binding and shall not be precedent setting.

1 If the Parties agree to mediation, the grievance time limit shall be temporarily suspended.
2 The Parties shall meet for mediation within 30 calendar days from the decision to mediate,
3 with the option to extend the mediation deadline upon mutual agreement, but not to
4 exceed ninety (90) days from point of suspension.

5
6 (d) Step 4. President. If the department manager does not adjust such grievance to the
7 complainant's satisfaction within ten days and the Parties do not mutually agree to Step 3
8 Mediation -OR- if mediation does not resolve the grievance to both Parties satisfaction,
9 then the complainant may present the grievance in writing to the president of the Company
10 (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable), or his/her
11 designee.

12
13 (e) Step 5. Arbitration. If the president or his/her designee has not settled the grievance to the
14 complainant's satisfaction within ten days, exclusive of Saturdays, Sundays and holidays,
15 then the Union may submit to the Company a written demand for arbitration. The
16 arbitrator's decision shall be final and binding upon all Parties hereto and upon all
17 employees covered hereby.

18
19 (f) In the event of a discharge, at the employee's or the Union's option, the following
20 procedures may be followed in lieu of those set forth in subsections (a) through (e).

21
22 (1) The employee or the Union shall notify the Company (Hawaiian Electric, Hawaii
23 Electric Light or Maui Electric, as applicable), in writing within ten days, exclusive of
24 Saturdays, Sundays and holidays, of the receipt of the written notice of discharge
25 that the optional grievance procedure set forth in this subsection is being utilized
26 and that the employee, personally, or through a representative or committee of the
27 Union acting on behalf of such employee, or on its own behalf, wishes to present
28 the alleged grievance orally directly to the applicable vice president (for Hawaiian
29 Electric) / president (for Hawaii Electric Light or Maui Electric,), or his/her
30 designee.

31
32 (2) The vice president of Hawaiian Electric or president of Hawaii Electric Light or Maui
33 Electric, as applicable, shall meet with the complainant within five days of receipt of
34 the written notice, exclusive of Saturdays, Sundays and holidays.

35
36 (3) Hawaiian Electric Only: If the vice president of Hawaiian Electric does not adjust
37 such grievance to the complainant's satisfaction within five days, exclusive of
38 Saturdays, Sundays and holidays, the complainant may present the alleged
39 grievance in writing to the president of Hawaiian Electric.

40
41 (4) If the grievance is subject to arbitration and if the president (Hawaiian Electric,
42 Hawaii Electric Light or Maui Electric, as applicable), or his/her designee has not
43 settled the grievance to the complainant's satisfaction within ten days, exclusive of
44 Saturdays, Sundays and holidays, then the Union may submit to the Company
45 (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable), a written
46 demand for arbitration. The arbitrator's decision shall be final and binding upon all
47 Parties hereto and upon all employees covered hereby.

- 1 (g) All such grievances shall be considered finally settled and not subject to arbitration unless
2 a written demand for arbitration has been served upon the Company (Hawaiian Electric,
3 Hawaii Electric Light or Maui Electric, as applicable), within thirty days, exclusive of
4 Saturdays, Sundays and holidays, after all previous steps of the grievance procedure have
5 been completed.
6
7
8

9 SECTION 22

10 SHOP STEWARDS
11

12
13
14 The Union will submit to the Company a list of accredited shop stewards who will be recognized
15 by the Company as the people to present the employee's grievance to the supervisor. The shop
16 steward may speak with the employee on Company time. The Union agrees that the time will be
17 held to a minimum of interference to Company operations.
18

19 Union shop stewards and officers will be entitled to one hour pay at a straight time rate each
20 month for the purpose of attending shop stewards' meetings.
21

22
23
24 SECTION 23

25 ARBITRATION
26

27
28
29 It is agreed that only grievances involving the interpretation or application of this Agreement may
30 be submitted to arbitration. No such grievance shall be presented for arbitration until all steps of
31 the grievance procedure have been utilized. Either Party shall have six (6) months to arbitrate a
32 case subsequent to the last step in the grievance procedure, or the case shall be considered
33 dropped and shall not be subject to further consideration by either Party. However, either Party
34 may move to extend such limit for an additional six (6) months by written notice. In cases
35 involving discharge of an employee, either Party shall have 30 days, exclusive of Saturdays,
36 Sundays and holidays, from the date a written demand for arbitration has been served upon the
37 Company (Hawaiian Electric, Hawaii Electric Light or Maui Electric, as applicable), to arbitrate the
38 case subsequent to the last step in the grievance procedure. However, either Party may move to
39 extend for an additional 30 days by written notice.
40

- 41 (a) Before appealing to the arbitrator, the representatives of the Company and the Union
42 will prepare a submission agreement stating the issue or issues to be submitted to
43 arbitration.
44

- 45 (b) The arbitrator shall confine the decision to the issues submitted as defined and described
46 by the submission agreement and the arbitrator shall be prevented from adding to or
47 subtracting from the express terms of this Agreement and the arbitrator shall be bound
48 entirely by the record presented in the form of evidence and argument at the arbitration
49 hearing.
50
51

1 (c) In any case of discharge or disciplinary suspension where the arbitrator finds that such
2 discharge or suspension was improper or excessive, such discharge or suspension may
3 be set aside, reduced, or otherwise changed by the arbitrator.
4

5 If the penalty is set aside, reduced, or otherwise changed, the arbitrator, in the arbitrator's
6 discretion, may award back pay to compensate the employee, wholly or partially, for any
7 wages lost because of the penalty. If a back pay award is made, wages received from any
8 other employment, or any sums received as unemployment compensation while the
9 penalty is in effect, shall be deducted by the arbitrator in determining the amount of the
10 award.
11

12 (d) Within seven days after the receipt by the Company of a written demand for arbitration,
13 the representatives of the Union and the Company shall meet for the purpose of agreeing
14 upon an arbitrator. If agreement cannot be reached within five days, either Party may
15 request the Federal Mediation and Conciliation Service to submit a list of five qualified
16 arbitrators. The Parties shall meet within five days after receipt of the list to select one of
17 the persons named. In the event an agreement cannot be reached, the choice shall be
18 determined by alternate strikes of one name by each Party. The person whose name is
19 not struck will be the arbitrator. The determination of which Party strikes first will be made
20 by tossing a coin.
21

22 The arbitrator shall receive for services such remuneration as shall be acceptable and agreed
23 upon by the Parties hereto. All fees and expenses of the arbitrator shall be borne equally by the
24 Union and the Company. Each Party shall bear the expenses of the presentation of its own case.
25

26 SECTION 24

27 APPRENTICESHIP TRAINING

28
29
30
31
32
33 The program of apprenticeship training in conformance with State and Federal Laws now in effect
34 shall be continued. Apprenticeship Standards shall be adopted as the policy under which
35 apprentice training will be conducted within the Company. Administration of the program shall rest
36 with a committee composed of equal members of the Union and equal members of the Company.
37 The number of trainees in the program shall at all times be at the discretion of the Company.
38

39 SECTION 25

40 DEDUCTION OF UNION DUES 41 FROM WAGES

42
43
44
45
46
47 The Company agrees to deduct from the wages of any employee who requests in writing, the
48 service fee or initiation fee, dues, assessments, and pension and insurance premiums and
49 transmit the money so deducted to the Union as hereinafter provided.
50
51

1 An employee desiring to have Union dues deducted shall sign a proper dues assignment
2 authorization in the form attached hereto and made a part hereof marked Exhibits "B-1," and "B-
3 2," requesting such deduction from the employee's pay and such request for deduction will, if
4 voluntarily made, upon filing with the Company, be honored in accordance with its terms,
5 provided, however, that such assignment shall be automatically cancelled when the employee is
6 no longer in the collective bargaining unit represented by the Union, and further provided that one
7 or more provisions of the assignment may be cancelled by the Company upon written notice to
8 the Union if any court or any agency of the United States holds, rules, or declares that any
9 provision similar to the provisions of this assignment violate Section 302 of the Labor-
10 Management Relations Act.

11
12 Deductions as provided herein shall not be made more often than once a month. It is agreed that
13 authorized deductions for government taxes and for the purpose of paying indebtedness to the
14 Company, garnishments and deductions required by law to be made by the Company shall have
15 priority over deductions for Union dues or service fees.

16
17 The total amount of any dues deduction and service fee or initiation fee shall be promptly
18 transmitted by the Company to the Union by electronic transfer or check drawn to the order of the
19 I.B.E.W., Local 1260. Upon the issue of such check and transmission of same to the treasurer or
20 the successor of said Union, all responsibility on the part of the Company shall cease with respect
21 to any amount so deducted. The Union hereby undertakes to indemnify and hold harmless the
22 Company from any claim that may be made upon it for or on account of any such deduction from
23 the wages of any employee.

24
25
26
27 SECTION 26

28
29 MISCELLANEOUS ITEMS

30
31
32 1. Damages to Company Vehicles: The Company shall continue to assume its legal liability
33 for all damages to motor vehicles for which it is responsible but reserves the right to
34 discipline an employee responsible for such damages in case of negligence on the
35 employee's part.

36
37 2. Company Vehicle Accidents and Traffic Code Violations: In cases of motor vehicle
38 accidents, a representative of the Company and/or the insurance company adjustor will
39 represent an employee in the case of a civil suit involving property damage or public
40 liability arising out of an accident suffered while on Company business.

41
42 In cases of traffic code violations, the driver will be held personally liable. Representation
43 will be furnished by the Company if the driver was acting on instructions from the
44 supervisor, or if the violation was caused by failure of mechanical equipment.

45
46 3. Union Bulletin Boards: The Company shall continue to provide the bulletin boards now on
47 Company premises for the purpose of posting officially signed Union bulletins.

48
49 4. Labor Management Committee: The Joint Labor Management Committee ("LMC"),
50 consisting of four (4) representatives of the Union and four (4) representatives of the
51 Company will be appointed by the respective Parties. The LMC shall meet no less than

four times per year and shall be co-chaired by one representative of the Union and one representative of the Company. Agenda items shall be determined by mutual agreement of the LMC co-chairs."

5. Outside Contractors: It is recognized that the Company has the right to have work done by outside contractors. In the exercise of such right the Company will not enter into a contract with any other firm or individual for the purpose of dispensing with the services of an existing employee who is engaged in such work.

6. Job Evaluation Committee: A Job Evaluation Committee consisting of four representatives of the Union and four representatives of the Company will be appointed by the respective Parties. This committee is established to function during the term of this Agreement by analyzing and making recommendations to the Company and the Union on the requests made by employees of Hawaiian Electric, Hawaii Electric Light and Maui Electric, for adjustments of their classifications. This committee shall have no authority to amend this Agreement or make revisions to any job descriptions.

If the Company and the Union agree with a recommendation of the committee, it shall be put into effect. If the committee reaches an impasse on a request for adjustment or, if after the committee's recommendation, the Company and the Union do not agree, it will be presented to a neutral third party for a decision. The decision will be binding on both Parties.

Requests for classification adjustments will not be considered in contract negotiations. Disputes over the rate of pay for new jobs that are established and existing jobs that are changed substantially during the life of this Agreement will be negotiable items.

7. Helicopter Use: Unless approved by the Safety Committee, helicopters will be used only for line inspections, transporting personnel and transporting material.
8. Non-Discrimination: It is the policy of the Company and the Union not to discriminate against any employee because of race, religion, ancestral origin, color, religion, sex, national origin, age, marital status, arrest and court record, sexual orientation, disability, military service, or other grounds protected under applicable State and Federal laws.
9. Personal Tools Required by Employees for Certain Jobs: The employee is expected to own certain tools required by the particular craft. Lists are printed separately indicating minimum tool requirements in the craft classifications.
10. Self-Improvement Courses: An employee who successfully completes a self-improvement course that had prior approval by the Company will be reimbursed for one-half of the tuition cost for a course that is indirectly related to the employee's present job. The Company will reimburse the employee 100% for courses that are directly job related.
11. Assigned Work Outside State of Hawaii: Before an employee is to be assigned to work outside of the State of Hawaii, the Company and the Union will negotiate the terms and conditions that will apply to such assignment.

- 1 12. Temporary Help: When contracting or employing temporary help, management will
2 authorize overtime as follows:
3
4 (a) During periods that work traditionally performed by the Company is being either
5 contracted or performed by a temporary employee, an employee who would have
6 normally performed the work will be scheduled for not less than six days per week,
7 two weeks out of three.
8
9 (b) It is not the intention of the Company to expand the present areas being
10 contracted.
11
12 13. Hawaiian Electric Height Differential: For all work performed on metal towers, wood poles,
13 or structures within a substation or switching station, when an employee is working on a
14 circuit where at least one wire of this circuit is seventy (70) feet or more above ground at
15 the structure or for all other work performed at heights of seventy (70) feet or more above
16 a landing on poles, towers, structures, smoke stacks or from a bosun chair or suspended
17 steel cage, a \$12.00 per day height differential will be paid.
18
19 On overtime work the pay will be computed on the employee's base rate plus \$1.50 per
20 hour.
21
22 Hawaii Electric Light Height Differential: An employee shall be paid a premium when
23 performing abnormally dirty or hazardous work as follows:
24
25 (a) An employee required to work on a pole or tower or similar slender structure or
26 INSIDE OF BUILDING STRUCTURE WHERE A FALL OF SIXTY (60) FEET OR
27 MORE IS POSSIBLE or outside of building structure at heights in excess of sixty
28 (60) feet but under 120 feet will be paid at the rate of one and one-half times the
29 regular straight time rate for the period the employee is working at such height.
30 When the height is in excess of 120 feet, the employee will be paid at the rate of
31 two times the regular straight time rate for the period the employee is working at
32 such heights.
33
34 Maui Electric Height Differential: Any employee directed to work on wood poles, line
35 structures or smoke stacks in excess of seventy (70) feet above the ground will be paid at
36 the rate of one and one-half times the employee's regular rate for the time worked at that
37 height, with a minimum of two hours credit for each day such work is done.
38
39 14. Helicopter Differential Pay: Helicopter differential of \$12.00 per day will be paid to
40 employees when their job requires them to be transported by helicopter.
41
42 15. On the Job Training: All employees affected will be promptly given on-the-job training
43 covering new or improved equipment and apparatus used by the Company and covering
44 changes in operational procedures adopted by the Company.
45
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SECTION 27

LETTERS

The following letters, not considered part of this Agreement, have been agreed to by the Company and the Union to interpret existing policies:

1. Work Rule-Policy Changes - The Company intends wherever practical to give the Union advance notice when work rules and policies are to be changed.
2. Appointment of Leadingman - The language in Section 10 that provides for the appointment of a leadingman when two employees in journeyman classifications or higher are working at a location isolated from customary supervision is not intended to be used to replace a working foreman.
3. Neighbor Island Work Assignments - Employees whose classifications are likely to be utilized on neighbor island assignments will be polled as to their desire for these assignments. A list will be prepared and kept current of the employees who wish to be considered for these assignments. The assignments will normally be rotated among the employees on this list. In the event work has to be performed on a neighbor island and the Company is unable to secure volunteers, the Union will work with the Company to obtain the required personnel.
4. Transfer to a Neighbor Island - It is agreed that a form will be provided for an employee who wishes to be considered for transfer to a neighbor island. The form will indicate the island and the classification for which the employee is interested. It will only remain in effect for one year unless it is renewed.

It is also agreed that the current list of employees who have signed these forms will be given preferential consideration before an "off-the-street" applicant is hired.
5. Telephone Calls At Home - An employee who receives telephone calls at home regarding the employee's work will be paid one-half hour overtime for each call, except that no payment will be made for calls made by the Company to determine the status of a job the employee failed to close out properly before leaving work.
6. Promotions - The Company will continue to adhere to the intent of this Agreement (Section 8A) which is, briefly, "to promote the senior qualified employee." A supervisor's selection of an employee other than the senior employee will be reviewed by the department head, who will analyze the reasons for the particular promotion being given to an employee other than the senior employee, and ensure that sufficient grounds exist for not promoting the senior employee.

An employee who feels that sufficient training to qualify for future promotions in the normal lines of progression is not being given may request assignment to duties where Company training is available. Such request shall be made in writing.

A senior employee who feels bypassed for training to working foreman and foreman positions may request such training. Such requests shall be made in writing. The Company will either make the training available or will give the reasons that it feels the training would not be useful.

7. Incapacitated Workers - Realizing the importance to the individual of the classification the employee has attained through many years of service, the Company will observe the following policy:

Before an employee who is unable to perform the normal duties because of a disability is placed in a lower classification, every attempt will be made to continue the employee in the present classification if it does not materially interfere with the efficient operation of the division to which the employee is assigned.

Each decision will be reviewed by the respective vice president (for Hawaiian Electric) / president (for Hawaii Electric Light and Maui Electric) before any action is taken.

8. Neighbor Island Technician Work for Hawaiian Electric Only: When two or more technicians in the Test and Substation and Generation Departments are assigned to neighbor island work, one technician will be designated as a leader and will be paid at the rate of a Substation Technician.

In addition to the above, other letters have been agreed to by the Company and the Union on the following subjects, copies of such letters being on file at the offices of the Company and the Union:

Key: P = Hawaiian Electric; M = Maui Electric; H = Hawaii Electric Light

(PMH-2)	Emergency Time Off for Employees
(PMH-3)	Meals for Scheduled Overtime at Night
(PMH-5)	Clarification of Design and Drafting Work
(PMH-6)	Work Assignments of Customer Planners
(PMH-8)	Working on Creosoted Poles
(P-9)	Issuance of Paychecks
(MH-10)	Issuance of Paychecks
(PM-11)	Posting Overtime Records in Certain Areas
(H-11)	Overtime Records in Certain Areas (revised)
(PM-12rev)	Callout Policy for Warehouse
(H-12)	Callout Policy for Warehouse (revised)
(P-13)	Clarification of Working Foreman Overclassification
(H-14rev)	Working Foreman and Foreman Overclassification
(M-14)	Clarification of Working Foreman Overclassification
(P-15)	All Trucks and Rigs Used by the Company
(M-16)	All Trucks and Rigs Used by the Company
(H-17rev)	All Trucks and Rigs Used by the Company
(PMH-18)	Single Bucket Work Practices (revised)
(M-20)	Overclassification of Working Foreman to Foreman in Distribution Department
(PH-21)	Company Supplied Shirts

1	(M-22)	Company Supplied Shirts
2	(PMH-23)	Issuance of Leather Gloves
3	(PMH-24)	Classification Testing - Production Department
4	(P-25)	Training - Production Department
5	(M-26)	Training - Production
6	(H-27)	Training - Production Department
7	(PMH-28)	Joint Technician Committee
8	(P-30)	Working Under Rainy Conditions
9	(P-31)	Overclassification Pay Rates for Relief Truck Drivers
10	(P-32)	Responsibilities of Load Dispatcher and Assistant Supervising Load Dispatcher
11		
12	(P-33)	Distribution Department Policy for Overhead on Working Foreman
13	(P-34)	Substation Technician Training
14	(P-35)	Waiau Baseyard Night Garage Operation
15	(P-37)	Welding and Welders in Production Department
16	(P-38)	Joint Pole Work
17	(P-39rev)	Overhead and Underground Responsibilities Regarding Non-Leaded Cable Work
18		
19	(P-40)	Distribution Department Policy on Scheduled Overtime Work
20	(P-41)	Distribution Department Callout Policy
21	(P-42)	Underground Division Organization (Replaces Underground Reorganization dated 10/16/87)
22		
23	(M-43)	Job Posting Lanai
24	(M-44rev)	Across Island Assignment
25	(M-45)	Relocation Expenses
26	(M-46)	Overhead Responsibilities Regarding Non-Leaded Cable Work
27	(M-48)	Coveralls
28	(M-49rev)	Maui Shift Operator Replacement Policy
29	(M-50)	Definition of Contracting in the Distribution Crews
30	(H-51)	New Employee Information
31	(H-52)	Across Island Assignments
32	(H-53)	Relocation Expenses
33	(H-54)	Cooperative Student Training
34	(H-55)	Shift Workers and Replacement of Shift Operators (revised)
35	(H-56)	Overhead Responsibilities Regarding Non-Leaded Cable Work (revised)
36		
37	(H-57)	Extended Overtime
38	(M-58)	Relationship Between Maui Electric & Molokai Electric
39	(P-60)	Use of Troubeman as a Temporary Line Crew Member
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SECTION 28

DOCUMENT CONTAINS
ENTIRE AGREEMENT

This document contains the entire Agreement of the Parties, and neither Party has made any representations to the other which are not contained herein.

IN WITNESS WHEREOF the Parties hereto, through their duly authorized representative, have executed this Agreement effective July 1, 2013.

HAWAIIAN ELECTRIC COMPANY, INC.	LOCAL UNION 1260 of the INTERNATIONAL
HAWAII ELECTRIC LIGHT COMPANY, INC.	BROTHERHOOD OF ELECTRICAL WORKERS
MAUI ELECTRIC COMPANY, LIMITED	

By /s/ Patricia Uyehara Wong	By /s/ Brian Ahakuelo
By /s/ Max S.Y. Hannemann	By /s/ Kris L. K. Hoke
By /s/ Denis K. Clemente	By /s/ Brandon Ahakuelo
By /s/ Rhea R. Lee	By /s/ Michael Brittain
By /s/ Lawrence G. Ornellas	By /s/ Ryan Cavaco
By /s/ Marleen Silva	By /s/ Amy Ejercito
By /s/ Eileen S. Wachi	By /s/ Shamus Evans
By /s/ Robert K. S. Young	By /s/ Ron Gerard
By /s/ Dailyn Yanagida-Ishii	By /s/ Bert Horikawa
	By /s/ Kirk K. Kamanu
	By /s/ Russell Takemoto
	By /s/ Russell Yamanoha

EXHIBITS

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EXHIBIT A
WAGE RATES

Promotion:	An employee will start at the employee's regular rate plus 5% or the minimum of the higher classification, whichever is greater, not to exceed the maximum rate of the higher classification.
Lateral Transfer:	An employee will start at the employee's existing rate, and in-step service of the previous classification will be included in determining movement to the next step.
Downward Transfer:	An employee will start at the employee's existing rate if the rate is shown in the new pay schedule; otherwise, the employee will be placed at the next lower rate in the rate schedule.
Overclassification:	An employee, who is assigned regular work of a higher classification for one hour or more, shall be paid the employee's regular rate plus 5% or the minimum rate of the higher classification, whichever is greater, not to exceed the maximum rate of the higher classification, for eight hours each day so assigned.
Exception:	When an employee is promoted, transferred or overclassified, the employee's rate is not to exceed the rate of a present incumbent.

EXHIBIT A
WAGE RATES

Progression within a classification will depend upon satisfactory performance in the job. If an employee fails to meet the established requirements, the employee may be held at the employee's existing wage rate until qualified for progression. Additional time spent to qualify will not be deductible in subsequent steps.

Where more than one rate is shown for a classification, the grade designation is for the end rate.

Job classifications designated by letter (S) are for rotating shift jobs. These classifications will receive, in addition to their base rates, a percentage based on the average of the Hawaiian Electric Company's Power Supply Operations & Maintenance Department's Equipment Operator, Utility Operator, Junior Control Operator and Control Operator rates as follows:

3% if any of the scheduled hours fall between 6:00 p.m. and midnight. 3-1/2% if any of the scheduled hours fall between midnight and 6:00 a.m.

In addition, these classifications will receive 4% for the Sunday shifts. These differentials shall be added to the straight time rate of pay in computing premium pay for hours worked.

When a bargaining unit employee is temporarily assigned to replace a non-bargaining unit employee of a higher classification, the employee shall be paid the employee's regular rate plus 5% (10% if the job involves supervision) for the total period of the temporary assignment.

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
CL737	MAIL CLERK												
	1st 6 mos.	11.69		12.04		12.39		12.77		13.12		13.47	
	Next 6 mos.	12.30		12.67		13.04		13.44		13.81		14.18	
	Next 6 mos.	12.88		13.27		13.66		14.08		14.47		14.86	
	Thereafter	13.52		13.93		14.34		14.78		15.19		15.60	
CL01	CLERK TYPIST I												
	1st 6 mos.	12.88		13.27		13.66		14.08		14.47		14.86	
	Next 6 mos.	13.52		13.93		14.34		14.78		15.19		15.60	
	Next 6 mos.	14.16		14.58		15.00		15.46		15.88		16.30	
	Thereafter	14.84		15.29		15.74		16.22		16.67		17.12	
TL14	CONSTRUCTION HELPER												
	1st 6 mos.	14.51		14.95		15.39		15.86		16.30		16.74	
	Thereafter	15.24		15.70		16.16		16.66		17.12		17.58	
TL204 TL704	SERVICE STATION ATTENDANT MAIL DRIVER												
	1st 6 mos.	13.52		13.93		14.34		14.78		15.19		15.60	
	Next 6 mos.	14.16		14.58		15.00		15.46		15.88		16.30	
	Next 6 mos.	14.84		15.29		15.74		16.22		16.67		17.12	
	Thereafter	15.59		16.06		16.53		17.04		17.51		17.98	
TL258	AUTO POOL ATTENDANT I												
	1st 6 mos.	14.84		15.29		15.74		16.22		16.67		17.12	
	Next 6 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 6 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Thereafter	17.18		17.70		18.22		18.78		19.30		19.82	
CL02	CLERK TYPIST II												
	1st 6 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 6 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Next 6 mos.	17.18		17.70		18.22		18.78		19.30		19.82	
	Next 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Thereafter	18.92		19.49		20.06		20.67		21.24		21.81	
TL08 TL17	HELPER 1/C MAINTENANCE HELPER												
	1st 3 mos.	15.24		15.70		16.16		16.66		17.12		17.58	
	Next 3 mos.	15.99		16.47		16.95		17.47		17.95		18.43	
	Next 6 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 6 mos.	17.60		18.13		18.66		19.23		19.76		20.29	
	Next 6 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Thereafter	19.36		19.94		20.52		21.15		21.73		22.31	
CL05 CL713	ACCOUNT SERVICES CLERK I TELEPHONE OPERATOR/RECEPTIONIST												
	1st 6 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 6 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Next 6 mos.	17.18		17.70		18.22		18.78		19.30		19.82	
	Next 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 6 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Thereafter	19.85		20.45		21.05		21.70		22.30		22.90	
TL15	CUSTODIAN I												
	1st 3 mos.	14.84		15.29		15.74		16.22		16.67		17.12	
	Next 3 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 3 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Next 3 mos.	17.18		17.70		18.22		18.78		19.30		19.82	
	Next 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 6 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Thereafter	19.85		20.45		21.05		21.70		22.30		22.90	
CL748 CL750	MAIL MACHINE OPERATOR SENIOR MAIL CLERK												
	1st 3 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 3 mos.	17.60		18.13		18.66		19.23		19.76		20.29	
	Next 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 6 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Thereafter	21.32		21.96		22.60		23.29		23.93		24.57	

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CL04	ACCOUNTING CLERK II												
CL19	CLAIMS CLERK												
	1st 6 mos.	17.60		18.13		18.66		19.23		19.76		20.29	
	Next 6 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 6 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Thereafter	21.32		21.96		22.60		23.29		23.93		24.57	
CLC01	INFORMATION STORAGE EQUIPMENT OPERATOR												
	1st 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 3 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Thereafter	22.42		23.09		23.76		24.49		25.16		25.83	
TL260	TIRE REPAIRER												
	1st 6 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Thereafter	22.42		23.09		23.76		24.49		25.16		25.83	
CL03	CLERK TYPIST III												
	1st 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 6 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 6 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Thereafter	22.91		23.60		24.29		25.03		25.72		26.41	
T105 (S)	OPERATOR TRAINEE	23.44		24.14		24.84		25.60		26.30		27.00	
TL09	SENIOR HELPER												
	1st 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 3 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Thereafter	23.50		24.21		24.92		25.68		26.39		27.10	
TL16	CUSTODIAN II												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Thereafter	24.06		24.78		25.50		26.28		27.00		27.72	
CL09	ACCOUNTING CLERK III												
CL1007	ACCOUNT SERVICES CLERK II												
	1st 3 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 3 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Thereafter	24.65		25.39		26.13		26.93		27.67		28.41	
CL11	DRAWING CONTROL CLERK												
	1st 6 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Thereafter	24.65		25.39		26.13		26.93		27.67		28.41	
TL296	MECHANIC HELPER												
	1st 3 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Thereafter	25.26		26.02		26.78		27.60		28.36		29.12	
CLG05	METER READING CLERK												
	1st 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Thereafter	25.26		26.02		26.78		27.60		28.36		29.12	

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TL285	FACILITY OPERATIONS MECHANIC												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Thereafter	25.26		26.02		26.78		27.60		28.36		29.12	
CL829	CASHIER												
	1st 3 mos.	20.39		21.00		21.61		22.27		22.88		23.49	
	Next 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Thereafter	25.86		26.64		27.42		28.26		29.04		29.82	
CLC05	SR INFORMATION STORAGE EQUIPMENT OPERATOR												
CL18	SYSTEM OPERATION CLERK												
CL20	TEST AND SUBSTATION CLERK												
CL22	DESKTOP PUBLISHING OPERATOR												
CL104	POWER PLANT CLERK												
CL257	MOTOR FLEET CLERK												
CL328	METER CLERK												
CL21	PRINT PRODUCTION OPERATOR												
CL684	COMPUTER SYSTEMS OPERATOR TRAINEE												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 3 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Thereafter	26.47		27.26		28.05		28.91		29.70		30.49	
TL180	CONDENSER CLEANER												
	1st 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Thereafter	26.47		27.26		28.05		28.91		29.70		30.49	
CLA49	PROJECT CLERK												
CLA81	STANDARDS CLERK												
CL12	JOINT POLE AIDE												
CL13	PROJECT CLERK												
CL15	FIELD SERVICE CLERK												
	1st 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 3 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Thereafter	27.17		27.99		28.81		29.69		30.51		31.33	
T335	TRUCK DRIVER A	27.21		28.03		28.85		29.73		30.55		31.37	
CL406	METER READER												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.47		27.26		28.05		28.91		29.70		30.49	
	Thereafter	27.81		28.64		29.47		30.37		31.20		32.03	
CL23	CUSTOMER TECHNOLOGY CLERK												
CL1013	INVOICE PAYMENT CLERK												
CL17	FUELS RECORDS CLERK												
	1st 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 3 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	28.51		29.37		30.23		31.16		32.02		32.88	
CL1011	PURCHASING CLERK												
	1st 3 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	28.51		29.37		30.23		31.16		32.02		32.88	

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CL06	CONSTRUCTION & MAINTENANCE DIVISION CLERK												
	1st 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	28.51		29.37		30.23		31.16		32.02		32.88	
T336	TRUCK DRIVER B	29.25		30.13		31.01		31.96		32.84		33.72	
CA31	STATISTICAL CLERK												
CA33	PLANNING & DESIGN AIDE												
CL012	SURVEY HELPER - ROD												
	1st 3 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 3 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.44		27.23		28.02		28.88		29.67		30.46	
	Next 6 mos.	27.91		28.75		29.59		30.50		31.34		32.18	
	Thereafter	29.39		30.27		31.15		32.11		32.99		33.87	
TL286	FACILITY OPERATIONS LEAD MECHANIC												
	1st 3 mos.	26.44		27.23		28.02		28.88		29.67		30.46	
	Next 3 mos.	27.91		28.75		29.59		30.50		31.34		32.18	
	Next 6 mos.	29.39		30.27		31.15		32.11		32.99		33.87	
	Thereafter	29.92		30.82		31.72		32.69		33.59		34.49	
TL215	UTILITY ASSISTANT												
T1011	CONSTRUCTION UTILITY ASSISTANT												
	1st 12 mos.	29.25		30.13		31.01		31.96		32.84		33.72	
	Thereafter	29.92		30.82		31.72		32.69		33.59		34.49	
TA08	ELECTRICAL UTILITY ASSISTANT												
	1st 12 mos.	29.25		30.13		31.01		31.96		32.84		33.72	
	Thereafter	31.82		32.77		33.72		34.75		35.70		36.65	
T337	TRUCK DRIVER C												
T1034	LEAD CONDENSER CLEANER	29.92		30.82		31.72		32.69		33.59		34.49	
T734	EQUIPMENT OPERATOR	30.80		31.72		32.64		33.64		34.56		35.48	
T1021	STORES ATTENDANT												
	1st 3 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Next 6 mos.	29.92		30.82		31.72		32.69		33.59		34.49	
	Thereafter	30.80		31.72		32.64		33.64		34.56		35.48	
T1028	TRUCK DRIVER I												
	1st 12 mos.	29.92		30.82		31.72		32.69		33.59		34.49	
	Thereafter	30.80		31.72		32.64		33.64		34.56		35.48	
C883	CLAIMS REPRESENTATIVE												
T1036	SHOP METER TESTER												
C1021	PAYMENT PROCESSING CLERK												
C1024	RECEIVING & FREIGHT CLERK												
C1025	JR DRAFTER												
T178	FIRE EQUIPMENT INSPECTOR AND REPAIRER												
	1st 3 mos.	24.52		25.26		26.00		26.80		27.54		28.28	
	Next 3 mos.	25.65		26.42		27.19		28.02		28.79		29.56	
	Next 3 mos.	26.93		27.74		28.55		29.43		30.24		31.05	
	Next 6 mos.	28.27		29.12		29.97		30.89		31.74		32.59	
	Next 6 mos.	29.71		30.60		31.49		32.46		33.35		34.24	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	
CA09	TECHNICAL CLERK												
CD02	SAFETY AIDE												
C685	COMPUTER SYSTEMS OPERATOR												
	1st 9 mos.	28.06		28.90		29.74		30.65		31.49		32.33	
	Next 9 mos.	29.61		30.50		31.39		32.35		33.24		34.13	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	

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TA22	AUTO PARTS ATTENDANT												
	1st 6 mos.	27.46		28.28		29.10		29.99		30.81		31.63	
	Next 6 mos.	28.84		29.71		30.58		31.52		32.39		33.26	
	Next 6 mos.	30.29		31.20		32.11		33.09		34.00		34.91	
	Thereafter	31.82		32.77		33.72		34.75		35.70		36.65	
T224 T732 T1035	UTILITY MECHANIC SR WAREHOUSE ATTENDANT CONSTRUCTION UTILITY MECHANIC												
		31.82		32.77		33.72		34.75		35.70		36.65	
C369	ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN												
	1st 6 mos.	25.54		26.31		27.08		27.91		28.68		29.45	
	Next 6 mos.	27.13		27.94		28.75		29.63		30.44		31.25	
	Next 6 mos.	28.71		29.57		30.43		31.36		32.22		33.08	
	Next 6 mos.	30.30		31.21		32.12		33.10		34.01		34.92	
	Thereafter	31.92		32.88		33.84		34.88		35.84		36.80	
CA38	JR CUSTOMER PLANNER												
	1st 9 mos.	28.71		29.57		30.43		31.36		32.22		33.08	
	Next 6 mos.	30.30		31.21		32.12		33.10		34.01		34.92	
	Thereafter	31.92		32.88		33.84		34.88		35.84		36.80	
T114 (S) T286 T1033	EQUIPMENT OPERATOR TRUCK DRIVER II HEAVY EQUIPMENT OPERATOR												
		32.33		33.30		34.27		35.32		36.29		37.26	
CC04	JOB ACCOUNTING CLERK												
	1st 6 mos.	27.89		28.73		29.57		30.48		31.32		32.16	
	Next 6 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 6 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
CA02 C614 C646 C811 C1019	CUSTOMER CLERK ACCOUNTS PAYABLE & DISTRIBUTION CLERK PLANT ACCOUNTING CLERK CUSTOMER FIELD REPRESENTATIVE MATERIAL COORDINATOR (T&D)												
	1st 3 mos.	24.60		25.34		26.08		26.88		27.62		28.36	
	Next 3 mos.	26.22		27.01		27.80		28.65		29.44		30.23	
	Next 3 mos.	27.89		28.73		29.57		30.48		31.32		32.16	
	Next 6 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 6 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
C619 C699	CUSTOMER BILLING REPRESENTATIVE SR PRESS OPERATOR												
	1st 9 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 9 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
CA44	DRAFTING TECHNICIAN I												
	1st 6 mos.	32.07		33.03		33.99		35.03		35.99		36.95	
	Thereafter	33.76		34.77		35.78		36.88		37.89		38.90	
T217	PAINTER												
	1st 12 mos.	28.64		29.50		30.36		31.29		32.15		33.01	
	Next 12 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 12 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	
CA18 C365 C1003	EXPEDITER ENGINEERING OPERATIONS CLERK JOINT POLE COORDINATOR												
	1st 9 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 9 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	
C860	CUSTOMER ASSISTANCE REPRESENTATIVE												
	1st 3 mos.	27.13		27.94		28.75		29.63		30.44		31.25	
	Next 3 mos.	28.50		29.36		30.22		31.15		32.01		32.87	
	Next 3 mos.	29.91		30.81		31.71		32.68		33.58		34.48	
	Next 6 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 6 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	

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<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>7/1/2014</u>	<u>1/1/2015</u>	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>
C418	SR CUSTOMER FIELD INVESTIGATOR												
	1st 9 mos.	32.16		33.12		34.08		35.13		36.09		37.05	
	Next 9 mos.	33.98		35.00		36.02		37.12		38.14		39.16	
	Thereafter	35.75		36.82		37.89		39.05		40.12		41.19	
T219	CARPENTER												
	1st 12 mos.	28.64		29.50		30.36		31.29		32.15		33.01	
	Next 12 mos.	31.19		32.13		33.07		34.08		35.02		35.96	
	Next 12 mos.	34.07		35.09		36.11		37.22		38.24		39.26	
	Thereafter	36.35		37.44		38.53		39.71		40.80		41.89	
T221	MECHANIC												
T223	ELECTRICAL MECHANIC												
T263	AUTOMOTIVE MECHANIC												
	1st 12 mos.	34.07		35.09		36.11		37.22		38.24		39.26	
	Thereafter	36.35		37.44		38.53		39.71		40.80		41.89	
TA11	SR PAINTER												
T135	(S) UTILITY OPERATOR												
T173	MAINTENANCE EQUIPMENT MECHANIC												
T236	DISTRIBUTION LINE INSPECTOR												
T308	INSPECTOR												
T1015	SR FIRE & SAFETY EQUIPMENT INSPECTOR & REPAIRER												
		36.35		37.44		38.53		39.71		40.80		41.89	
C461	LEAD CUSTOMER ASSISTANCE REPRESENTATIVE												
C622	SR COMPUTER SYSTEMS OPERATOR												
C1022	LEAD PAYMENT PROCESSING & SUPPORT CENTER CLERK												
	1st 9 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Next 9 mos.	35.05		36.10		37.15		38.29		39.34		40.39	
	Thereafter	36.86		37.97		39.08		40.28		41.39		42.50	
C013	CUSTOMER PLANNER												
	1st 9 mos.	33.30		34.30		35.30		36.38		37.38		38.38	
	Next 9 mos.	35.11		36.16		37.21		38.35		39.40		40.45	
	Thereafter	36.98		38.09		39.20		40.40		41.51		42.62	
C026	TRANSIT TECHNICIAN												
C1009	SR ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN												
	1st 9 mos.	34.22		35.25		36.28		37.39		38.42		39.45	
	Next 9 mos.	36.16		37.24		38.32		39.50		40.58		41.66	
	Thereafter	38.03		39.17		40.31		41.55		42.69		43.83	
CA15	DRAFTING TECHNICIAN II												
C1012	DRAFTING TECHNICIAN II												
	1st 12 mos.	34.62		35.66		36.70		37.83		38.87		39.91	
	Next 12 mos.	35.66		36.73		37.80		38.96		40.03		41.10	
	Next 12 mos.	36.82		37.92		39.02		40.22		41.32		42.42	
	Thereafter	38.03		39.17		40.31		41.55		42.69		43.83	
T1008	TOOL ROOM UTILITY MECHANIC												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.10		39.24		40.38		41.62		42.76		43.90	
T325	(S) TROUBLEMAN												
	1st 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	38.10	39.10	40.24	40.74	41.88	42.38	43.62	44.12	45.26	45.76	46.90	47.40
TA12	SR CARPENTER												
T158	MOBILE CRANE & HEAVY EQUIPMENT OPERATOR												
T165	MAINTENANCE EQUIPMENT SPECIALIST												
T259	REFINISHER												
T285	TOOL ROOM SPECIALIST												
T287	UTILITY MECHANIC												
T735	MOBILE CRANE & HEAVY EQUIPMENT OPERATOR												
T737	RECEIVING COORDINATOR												
		38.10		39.24		40.38		41.62		42.76		43.90	
T131	INSULATOR												
	1st 12 mos.	28.64		29.50		30.36		31.29		32.15		33.01	
	Next 12 mos.	31.19		32.13		33.07		34.08		35.02		35.96	
	Next 12 mos.	33.08		34.07		35.06		36.14		37.13		38.12	
	Next 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	

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T1019	CONSTRUCTION JOURNEYMAN												
	1st 12 mos.	33.08		34.07		35.06		36.14		37.13		38.12	
	Next 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	
T121	ELECTRICIAN												
T127	BOILER MECHANIC												
T129	WELDER I/C												
T227	ELECTRICIAN												
T310	ELECTRICIAN (RELAY)												
T324	ELECTRICIAN (COMMUNICATION)												
T331	ELECTRICIAN (I&C)												
T1004	CONTROL MECHANIC												
T1007	MACHINIST MECHANIC												
T1026	ELECTRICIAN												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	
T298	WELDER/MACHINIST												
T311	PRIMARY INSPECTOR												
T1023	LEAD UTILITY MECHANIC												
T1030	COMBUSTION TURBINE MECHANIC												
		38.90		40.07		41.24		42.50		43.67		44.84	
T149	(S) JR CONTROL OPERATOR	39.08		40.25		41.42		42.69		43.86		45.03	
T1032	(S) COMBUSTION TURBINE OPERATOR	39.08	40.08	41.25	41.75	42.92	43.42	44.69	45.19	46.36	46.86	48.03	48.53
T276	SUBSTATION ELECTRICIAN												
	1st 3 mos.	27.35	28.04	28.86	29.21	30.03	30.37	31.26	31.61	32.43	32.78	33.60	33.94
	Next 3 mos.	28.94	29.67	30.54	30.90	31.77	32.13	33.08	33.44	34.31	34.68	35.54	35.91
	Next 3 mos.	30.13	30.89	31.79	32.17	33.08	33.46	34.44	34.82	35.72	36.10	37.00	37.38
	Next 6 mos.	31.32	32.11	33.05	33.44	34.38	34.78	35.79	36.19	37.13	37.53	38.47	38.86
	Next 6 mos.	32.51	33.32	34.30	34.71	35.69	36.10	37.15	37.56	38.54	38.95	39.93	40.34
	Next 6 mos.	33.70	34.54	35.56	35.98	36.99	37.42	38.51	38.94	39.95	40.38	41.39	41.81
	Next 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
T229	LINEMAN												
	1st 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	50.00
T288	CREW DISPATCHER												
	1st 12 mos.	36.35		37.44		38.53		39.71		40.80		41.89	
	Thereafter	39.64		40.83		42.02		43.31		44.50		45.69	
T309	SR METER ELECTRICIAN												
	1st 6 mos.	32.51		33.49		34.47		35.53		36.51		37.49	
	Next 6 mos.	33.70		34.71		35.72		36.82		37.83		38.84	
	Next 12 mos.	36.35		37.44		38.53		39.71		40.80		41.89	
	Next 12 mos.	38.10		39.24		40.38		41.62		42.76		43.90	
	Thereafter	39.64		40.83		42.02		43.31		44.50		45.69	
TA04	CERTIFIED AUTOMOTIVE MECHANIC												
TA13	CERTIFIED WELDER/MACHINIST												
T125	MACHINIST												
T137	CERTIFIED COMBINATION WELDER												
T174	SR ELECTRICIAN												
T175	PIPEFITTER MECHANIC												
T185	CERTIFIED EQUIPMENT MECHANIC												
T299	SR ELECTRICIAN												
T343	SR ELECTRICIAN (RELAY)												
T344	SR ELECTRICIAN (COMMUNICATION)												
T345	SR ELECTRICIAN (I&C)												
T1005	SR CONTROL MECHANIC												
T1027	SR ELECTRICIAN												
T1031	SR COMBUSTION TURBINE MECHANIC												
		39.64		40.83		42.02		43.31		44.50		45.69	
T291	CABLE SPLICER	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
T1000	LEAD WAREHOUSE ATTENDANT	39.84		41.04		42.24		43.53		44.73		45.93	

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JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
T314 T327 T332 T1006	TECHNICIAN (RELAY) TECHNICIAN (COMMUNICATION) TECHNICIAN (I&C) CONTROL TECHNICIAN												
		40.26		41.47		42.68		43.99		45.20		46.41	
CF19 C081	DRAFTING TECHNICIAN III DRAFTING TECHNICIAN III 1st 12 mos. Thereafter	39.08 40.40		40.25 41.61		41.42 42.82		42.69 44.13		43.86 45.34		45.03 46.55	
T312 (S)	PRIMARY TROUBLEMAN 1st 12 mos. Thereafter	39.64 40.40	40.64 41.40	41.83 42.61	42.33 43.11	43.52 44.32	44.02 44.82	45.31 46.13	45.81 46.63	47.00 47.84	47.50 48.34	48.69 49.55	49.19 50.05
T235 T273	SR CABLE SPLICER SUBSTATION INSPECTOR	40.40	41.40	42.61	43.11	44.32	44.82	46.13	46.63	47.84	48.34	49.55	50.05
T1024 T1029	CONSTRUCTION INSPECTOR T&D INSPECTOR 1st 12 mos. Thereafter	39.64 40.98	40.64 41.98	41.83 43.21	42.33 43.71	43.52 44.94	44.02 45.44	45.31 46.77	45.81 47.27	47.00 48.50	47.50 49.00	48.69 50.23	49.19 50.73
T1020	T&D PRE-ASSEMBLER	40.98		42.21		43.44		44.77		46.00		47.23	
T154 (S) T241 T268 T315 (S) T1013 (S)	CONTROL OPERATOR SUBSTATION TECHNICIAN AERIAL LINEMAN TROUBLE DISPATCHER SR PRIMARY TROUBLEMAN												
		40.98	41.98	43.21	43.71	44.94	45.44	46.77	47.27	48.50	49.00	50.23	50.73
TA01	LEAD CABLE SPLICER	41.73	42.73	43.98	44.48	45.73	46.23	47.59	48.09	49.34	49.84	51.09	51.59
CA77	DESIGN PLANNER 1st 9 mos. Next 9 mos. Thereafter	38.53 40.66 42.81		39.69 41.88 44.09		40.85 43.10 45.37		42.10 44.42 46.76		43.26 45.64 48.04		44.42 46.86 49.32	
CA07 CF20	DESIGN DRAFTING TECHNICIAN DESIGN DRAFTING TECHNICIAN 1st 12 mos. Thereafter	41.58 42.81		42.83 44.09		44.08 45.37		45.43 46.76		46.68 48.04		47.93 49.32	
F155 F248 F338 F713 F736 F737 F738 F739 T316 (S)	WORKING FOREMAN - CONTROL TECHNICIAN WORKING FOREMAN WORKING FOREMAN WORKING FOREMAN (STORES) WORKING FOREMAN (CONSTRUCTION) WORKING FOREMAN WORKING FOREMAN WORKING FOREMAN LOAD DISPATCHER												
		42.84	43.84	45.13	45.63	46.92	47.42	48.81	49.31	50.60	51.10	52.39	52.89
F249	FOREMAN	45.54	46.54	47.91	48.41	49.78	50.28	51.76	52.26	53.63	54.13	55.50	56.00

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL737	MAIL CLERK							
	1st 6 mos.	10.22	10.51	10.83	11.15	11.49	11.81	12.13
	Next 6 mos.	10.76	11.07	11.40	11.73	12.09	12.42	12.75
	Next 6 mos.	11.27	11.59	11.94	12.29	12.67	13.02	13.37
	Thereafter	11.84	12.18	12.55	12.92	13.32	13.69	14.06
NCL01	CLERK TYPIST I							
	1st 6 mos.	11.27	11.59	11.94	12.29	12.67	13.02	13.37
	Next 6 mos.	11.84	12.18	12.55	12.92	13.32	13.69	14.06
	Next 6 mos.	12.38	12.74	13.12	13.50	13.91	14.29	14.67
	Thereafter	12.99	13.36	13.76	14.16	14.59	14.99	15.39
NCL02	CLERK TYPIST II							
	1st 6 mos.	13.64	14.03	14.45	14.87	15.33	15.75	16.17
	Next 6 mos.	14.31	14.72	15.16	15.60	16.08	16.52	16.96
	Next 6 mos.	15.03	15.46	15.92	16.38	16.88	17.34	17.80
	Next 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Thereafter	16.55	17.03	17.54	18.05	18.60	19.11	19.62
NCL05	ACCOUNT SERVICES CLERK I							
NCL713	TELEPHONE OPERATOR/RECEPTIONIST							
	1st 6 mos.	13.64	14.03	14.45	14.87	15.33	15.75	16.17
	Next 6 mos.	14.31	14.72	15.16	15.60	16.08	16.52	16.96
	Next 6 mos.	15.03	15.46	15.92	16.38	16.88	17.34	17.80
	Next 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Next 6 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Thereafter	17.37	17.87	18.41	18.95	19.53	20.07	20.61
NCL748	MAIL MACHINE OPERATOR							
NCL750	SENIOR MAIL CLERK							
	1st 3 mos.	14.67	15.09	15.54	15.99	16.48	16.93	17.38
	Next 3 mos.	15.40	15.84	16.32	16.80	17.31	17.79	18.27
	Next 3 mos.	16.15	16.62	17.12	17.62	18.16	18.66	19.16
	Next 6 mos.	16.94	17.43	17.95	18.47	19.04	19.56	20.08
	Next 6 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Thereafter	18.65	19.19	19.77	20.35	20.97	21.55	22.13
NCL04	ACCOUNTING CLERK II							
NCL19	CLAIMS CLERK							
	1st 6 mos.	15.40	15.84	16.32	16.80	17.31	17.79	18.27
	Next 6 mos.	16.15	16.62	17.12	17.62	18.16	18.66	19.16
	Next 6 mos.	16.94	17.43	17.95	18.47	19.04	19.56	20.08
	Next 6 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Thereafter	18.65	19.19	19.77	20.35	20.97	21.55	22.13

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

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NCLC01	INFORMATION STORAGE EQUIPMENT OPERATOR							
	1st 3 mos.	16.15	16.62	17.12	17.62	18.16	18.66	19.16
	Next 3 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Next 6 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Thereafter	19.61	20.17	20.78	21.39	22.05	22.66	23.27
NCL03	CLERK TYPIST III							
	1st 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Next 6 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 6 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 6 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 6 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Thereafter	20.04	20.62	21.24	21.86	22.53	23.15	23.77
NCL09	ACCOUNTING CLERK III							
NCL1007	ACCOUNT SERVICES CLERK II							
	1st 3 mos.	16.94	17.43	17.95	18.47	19.04	19.56	20.08
	Next 3 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Next 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 6 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Thereafter	21.56	22.18	22.85	23.52	24.24	24.91	25.58
NCL11	DRAWING CONTROL CLERK							
	1st 6 mos.	16.94	17.43	17.95	18.47	19.04	19.56	20.08
	Next 6 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Next 6 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 6 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Thereafter	21.56	22.18	22.85	23.52	24.24	24.91	25.58
CLG05	METER READING CLERK							
	1st 3 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 3 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 6 mos.	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Thereafter	22.10	22.74	23.42	24.10	24.84	25.52	26.20

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL829	CASHIER							
	1st 3 mos.	17.84	18.35	18.90	19.45	20.05	20.60	21.15
	Next 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 6 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Thereafter	22.62	23.27	23.97	24.67	25.43	26.13	26.83
NCLC05	SR INFORMATION STORAGE EQUIPMENT OPERATOR							
NCL18	SYSTEM OPERATION CLERK							
NCL20	TEST AND SUBSTATION CLERK							
NCL22	DESKTOP PUBLISHING OPERATOR							
NCL104	POWER PLANT CLERK							
NCL257	MOTOR FLEET CLERK							
NCL328	METER CLERK							
NCL21	PRINT PRODUCTION OPERATOR							
NCL684	COMPUTER SYSTEMS OPERATOR TRAINEE							
	1st 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 3 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 3 mos.	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Thereafter	23.16	23.83	24.54	25.25	26.02	26.73	27.44
NCLA49	PROJECT CLERK							
NCLA81	STANDARDS CLERK							
NCL12	JOINT POLE AIDE							
NCL13	PROJECT CLERK							
NCL15	FIELD SERVICE CLERK							
	1st 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 3 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 6 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Thereafter	23.77	24.45	25.18	25.91	26.70	27.43	28.16
NCL406	METER READER							
	1st 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 3 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.16	23.83	24.54	25.25	26.02	26.73	27.44
	Thereafter	24.33	25.03	25.78	26.53	27.34	28.09	28.84

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL23	CUSTOMER TECHNOLOGY CLERK							
NCL1013	INVOICE PAYMENT CLERK							
NCL17	FUELS RECORDS CLERK							
	1st 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 3 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.77	24.45	25.18	25.91	26.70	27.43	28.16
	Thereafter	24.94	25.66	26.43	27.20	28.03	28.80	29.57
NCL1011	PURCHASING CLERK							
	1st 3 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.77	24.45	25.18	25.91	26.70	27.43	28.16
	Thereafter	24.94	25.66	26.43	27.20	28.03	28.80	29.57
NCL06	CONSTRUCTION & MAINTENANCE DIVISION CLERK							
	1st 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.77	24.45	25.18	25.91	26.70	27.43	28.16
	Thereafter	24.94	25.66	26.43	27.20	28.03	28.80	29.57
NCA31	STATISTICAL CLERK							
NCA33	PLANNING & DESIGN AIDE							
NCL012	SURVEY HELPER - ROD							
	1st 3 mos.	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 3 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.13	23.80	24.51	25.22	25.99	26.70	27.41
	Next 6 mos.	24.42	25.12	25.87	26.62	27.44	28.19	28.94
	Thereafter	25.70	26.44	27.23	28.02	28.88	29.67	30.46
NC883	RISK MANAGEMENT CLERK							
NC1021	PAYMENT PROCESSING CLERK							
NC1024	RECEIVING & FREIGHT CLERK							
NC1025	JR DRAFTER							
	1st 3 mos.	21.45	22.07	22.73	23.39	24.11	24.77	25.43
	Next 3 mos.	22.45	23.10	23.79	24.48	25.23	25.92	26.61
	Next 3 mos.	23.56	24.24	24.97	25.70	26.49	27.22	27.95
	Next 6 mos.	24.73	25.44	26.20	26.96	27.79	28.55	29.31
	Next 6 mos.	25.99	26.74	27.54	28.34	29.21	30.01	30.81
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCA09	TECHNICAL CLERK							
NCD02	SAFETY AIDE							
NC685	COMPUTER SYSTEMS OPERATOR							
	1st 9 mos.	24.54	25.25	26.01	26.77	27.59	28.35	29.11
	Next 9 mos.	25.90	26.65	27.45	28.25	29.12	29.92	30.72
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35
NC369	ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN							
	1st 6 mos.	22.34	22.98	23.67	24.36	25.11	25.80	26.49
	Next 6 mos.	23.74	24.42	25.15	25.88	26.67	27.40	28.13
	Next 6 mos.	25.12	25.84	26.62	27.40	28.24	29.02	29.80
	Next 6 mos.	26.51	27.27	28.09	28.91	29.80	30.62	31.44
	Thereafter	27.92	28.72	29.58	30.44	31.37	32.23	33.09
NCA38	JR CUSTOMER PLANNER							
	1st 9 mos.	25.12	25.84	26.62	27.40	28.24	29.02	29.80
	Next 6 mos.	26.51	27.27	28.09	28.91	29.80	30.62	31.44
	Thereafter	27.92	28.72	29.58	30.44	31.37	32.23	33.09
NCC04	JOB ACCOUNTING CLERK							
	1st 6 mos.	24.40	25.10	25.85	26.60	27.42	28.17	28.92
	Next 6 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 6 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05
NCA02	CUSTOMER CLERK							
NC614	ACCOUNTS PAYABLE & DISTRIBUTION CLERK							
NC646	PLANT ACCOUNTING CLERK							
NC811	CUSTOMER FIELD REPRESENTATIVE							
NC1019	MATERIAL COORDINATOR (T&D)							
	1st 3 mos.	21.52	22.14	22.80	23.46	24.18	24.84	25.50
	Next 3 mos.	22.94	23.60	24.31	25.02	25.79	26.50	27.21
	Next 3 mos.	24.40	25.10	25.85	26.60	27.42	28.17	28.92
	Next 6 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 6 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05
NC619	CUSTOMER BILLING REPRESENTATIVE							
NC699	SR PRESS OPERATOR							
	1st 9 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 9 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

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NCA44	DRAFTING TECHNICIAN I							
	1st 6 mos.	28.05	28.86	29.73	30.60	31.54	32.41	33.28
	Thereafter	29.54	30.39	31.30	32.21	33.20	34.11	35.02
NCA18	EXPEDITER							
NC365	ENGINEERING OPERATIONS CLERK							
NC1003	JOINT POLE COORDINATOR							
	1st 9 mos.	27.48	28.27	29.12	29.97	30.89	31.74	32.59
	Next 9 mos.	29.02	29.86	30.76	31.66	32.63	33.53	34.43
	Thereafter	30.56	31.44	32.38	33.32	34.34	35.28	36.22
NC860	CUSTOMER ASSISTANCE REPRESENTATIVE							
	1st 3 mos.	20.00	20.58	21.20	21.82	22.49	23.11	23.73
	Next 3 mos.	21.00	21.60	22.25	22.90	23.60	24.25	24.90
	Next 3 mos.	22.00	22.63	23.31	23.99	24.73	25.41	26.09
	Next 6 mos.	23.00	23.66	24.37	25.08	25.85	26.56	27.27
	Next 6 mos.	24.00	24.69	25.43	26.17	26.97	27.71	28.45
	Thereafter	25.00	25.72	26.49	27.26	28.10	28.87	29.64
NC418	SR CUSTOMER FIELD INVESTIGATOR							
	1st 9 mos.	28.13	28.94	29.81	30.68	31.62	32.49	33.36
	Next 9 mos.	29.73	30.59	31.51	32.43	33.42	34.34	35.26
	Thereafter	31.28	32.18	33.15	34.12	35.17	36.14	37.11
NC461	LEAD CUSTOMER ASSISTANCE REPRESENTATIVE							
NC622	SR COMPUTER SYSTEMS OPERATOR							
NC1022	LEAD PAYMENT PROCESSING & SUPPORT CENTER CLERK							
	1st 9 mos.	29.02	29.86	30.76	31.66	32.63	33.53	34.43
	Next 9 mos.	30.66	31.54	32.49	33.44	34.47	35.42	36.37
	Thereafter	32.25	33.18	34.18	35.18	36.26	37.26	38.26
NC013	CUSTOMER PLANNER							
	1st 9 mos.	29.13	29.97	30.87	31.77	32.74	33.64	34.54
	Next 9 mos.	30.72	31.60	32.55	33.50	34.53	35.48	36.43
	Thereafter	32.36	33.29	34.29	35.29	36.37	37.37	38.37
NC026	TRANSIT TECHNICIAN							
NC1009	SR ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN							
	1st 9 mos.	29.94	30.80	31.72	32.64	33.64	34.56	35.48
	Next 9 mos.	31.64	32.55	33.53	34.51	35.57	36.55	37.53
	Thereafter	33.27	34.23	35.26	36.29	37.40	38.43	39.46

HAWAIIAN ELECTRIC COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCA15	DRAFTING TECHNICIAN II							
NC1012	DRAFTING TECHNICIAN II							
	1st 12 mos.	30.29	31.16	32.09	33.02	34.03	34.96	35.89
	Next 12 mos.	31.19	32.09	33.05	34.01	35.05	36.01	36.97
	Next 12 mos.	32.21	33.14	34.13	35.12	36.20	37.19	38.18
	Thereafter	33.27	34.23	35.26	36.29	37.40	38.43	39.46
NCF19	DRAFTING TECHNICIAN III							
NC081	DRAFTING TECHNICIAN III							
	1st 12mos.	34.19	35.17	36.23	37.29	38.43	39.49	40.55
	Thereafter	35.34	36.36	37.45	38.54	39.72	40.81	41.90
NCA77	DESIGN PLANNER							
	1st 9 mos	33.71	34.68	35.72	36.76	37.89	38.93	39.97
	Next 9 mos	35.57	36.59	37.69	38.79	39.98	41.08	42.18
	Thereafter	37.46	38.54	39.70	40.86	42.11	43.27	44.43
NCA07	DESIGN DRAFTING TECHNICIAN							
NCF20	DESIGN DRAFTING TECHNICIAN							
	1st 12 mos.	36.38	37.43	38.55	39.67	40.89	42.01	43.13
	Thereafter	37.46	38.54	39.70	40.86	42.11	43.27	44.43

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>7/1/2014</u>	<u>1/1/2015</u>	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>
CL01	CLERK TYPIST I												
CL1	MAIL CLERK												
	1st 6 mos.	12.88		13.27		13.66		14.08		14.47		14.86	
	Next 6 mos.	13.52		13.93		14.34		14.78		15.19		15.60	
	Next 6 mos.	14.16		14.58		15.00		15.46		15.88		16.30	
	Thereafter	14.84		15.29		15.74		16.22		16.67		17.12	
TL07	HELPER 2/C												
TL49	HELPER 2/C-WAREHOUSE												
	1st 6 mos.	14.51		14.95		15.39		15.86		16.30		16.74	
	Thereafter	15.24		15.70		16.16		16.66		17.12		17.58	
CL02	CLERK TYPIST II												
CL4	RECEPTIONIST/CLERK TYPIST												
	1st 6 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 6 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Next 6 mos.	17.18		17.70		18.22		18.78		19.30		19.82	
	Next 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Thereafter	18.92		19.49		20.06		20.67		21.24		21.81	
TL08	HELPER 1/C												
	1st 3 mos.	15.24		15.70		16.16		16.66		17.12		17.58	
	Next 3 mos.	15.99		16.47		16.95		17.47		17.95		18.43	
	Next 6 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 6 mos.	17.60		18.13		18.66		19.23		19.76		20.29	
	Next 6 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Thereafter	19.36		19.94		20.52		21.15		21.73		22.31	
CL03	CLERK TYPIST III												
CL2	CUSTOMER SERVICE CLERK												
	1st 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 6 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 6 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Thereafter	22.91		23.60		24.29		25.03		25.72		26.41	
TL09	SR HELPER												
	1st 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 3 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Thereafter	23.50		24.21		24.92		25.68		26.39		27.10	
CL68	ACCOUNTING CLERK III												
	1st 3 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 3 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Thereafter	24.65		25.39		26.13		26.93		27.67		28.41	
C62	CLERK TYPIST												
	1st 6 mos.	18.93		19.50		20.07		20.69		21.26		21.83	
	Next 6 mos.	20.18		20.79		21.40		22.06		22.67		23.28	
	Next 6 mos.	21.44		22.08		22.72		23.42		24.06		24.70	
	Next 6 mos.	22.73		23.41		24.09		24.83		25.51		26.19	
	Next 6 mos.	24.00		24.72		25.44		26.22		26.94		27.66	
	Thereafter	25.25		26.01		26.77		27.59		28.35		29.11	
CL74	MAPPER												
	1st 3 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 3 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Thereafter	25.26		26.02		26.78		27.60		28.36		29.12	

**HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A**

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
CL5	CASHIER												
CL49	DISTRICT CLERK I												
	1st 3 mos.	20.39		21.00		21.61		22.27		22.88		23.49	
	Next 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Thereafter	25.86		26.64		27.42		28.26		29.04		29.82	
T8	(S) BOILER OPERATOR TRAINEE												
T55	(S) COMBUSTION TURBINE OPERATOR TRAINEE												
	1st 12 mos.	23.44		24.14		24.84		25.60		26.30		27.00	
	Thereafter	26.38		27.17		27.96		28.82		29.61		30.40	
CL39	PLANNER AID												
	1st 3 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.47		27.26		28.05		28.91		29.70		30.49	
	Thereafter	26.47		27.26		28.05		28.91		29.70		30.49	
CL7	METER READER												
CL21	METER READER												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.47		27.26		28.05		28.91		29.70		30.49	
	Thereafter	27.81		28.64		29.47		30.37		31.20		32.03	
CL38	SURVEY AIDE												
	1st 3 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 3 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.44		27.23		28.02		28.88		29.67		30.46	
	Next 6 mos.	27.91		28.75		29.59		30.50		31.34		32.18	
	Thereafter	29.36		30.24		31.12		32.07		32.95		33.83	
CL9	FIELD REPRESENTATIVE												
CL22	FIELD REPRESENTATIVE												
CL78	MATERIAL & RECORDS KEEPER												
	1st 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.44		27.23		28.02		28.88		29.67		30.46	
	Next 6 mos.	27.91		28.75		29.59		30.50		31.34		32.18	
	Thereafter	29.39		30.27		31.15		32.11		32.99		33.87	
C33	STOCK & PRICE CLERK TYPIST												
	1st 9 mos.	26.44		27.23		28.02		28.88		29.67		30.46	
	Next 6 mos.	27.91		28.75		29.59		30.50		31.34		32.18	
	Thereafter	29.39		30.27		31.15		32.11		32.99		33.87	
TL10	WAREHOUSE ATTENDANT												
	1st 3 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	29.92		30.82		31.72		32.69		33.59		34.49	
T25	TRUCK DRIVER												
		29.92		30.82		31.72		32.69		33.59		34.49	
T26	TOOL ROOM ATTENDANT & REPAIRER												
	1st 12 mos.	29.25		30.13		31.01		31.96		32.84		33.72	
	Thereafter	30.80		31.72		32.64		33.64		34.56		35.48	
T27	WAREHOUSE ATTENDANT/DRIVER												
		30.80		31.72		32.64		33.64		34.56		35.48	

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
C6	INVOICE & MATERIALS CLERK												
C8	CORPORATE ACCOUNTING CLERK												
	1st 9 mos.	28.06		28.90		29.74		30.65		31.49		32.33	
	Next 9 mos.	29.61		30.50		31.39		32.35		33.24		34.13	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	
C23	SHIFT CLERK DISPATCHER												
	1st 3 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 3 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	26.47		27.26		28.05		28.91		29.70		30.49	
	Next 6 mos.	28.06		28.90		29.74		30.65		31.49		32.33	
	Next 6 mos.	29.61		30.50		31.39		32.35		33.24		34.13	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	
T28	SR WAREHOUSE ATTENDANT												
T45	WAREHOUSE/TOOL ROOM ATTENDANT	31.82		32.77		33.72		34.75		35.70		36.65	
C40	JR CUSTOMER PLANNER												
C73	SR MAPPER												
	1st 9 mos.	28.71		29.57		30.43		31.36		32.22		33.08	
	Next 6 mos.	30.30		31.21		32.12		33.10		34.01		34.92	
	Thereafter	31.92		32.88		33.84		34.88		35.84		36.80	
C20	LAND CLERK												
C55	DISTRICT CLERK II												
	1st 3 mos.	24.60		25.34		26.08		26.88		27.62		28.36	
	Next 3 mos.	26.22		27.01		27.80		28.65		29.44		30.23	
	Next 6 mos.	27.89		28.73		29.57		30.48		31.32		32.16	
	Next 6 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 6 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
C11	FIELD CREDIT REPRESENTATIVE												
C13	CUSTOMER ACCOUNTS REPRESENTATIVE												
C24	FIELD CREDIT REPRESENTATIVE												
C26	MATERIAL COORDINATOR												
C31	ENGINEERING CLERK												
C34	STATISTICAL CLERK												
C77	ENGINEERING CLERK												
	1st 9 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 9 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
C64	DRAFTING TECHNICIAN I												
	1st 6 mos.	32.07		33.03		33.99		35.03		35.99		36.95	
	Thereafter	33.76		34.77		35.78		36.88		37.89		38.90	
C30	JOINT POLE COORDINATOR												
C70	SSPP ACCOUNTS CLERK												
	1st 3 mos.	26.20		26.99		27.78		28.63		29.42		30.21	
	Next 3 mos.	27.93		28.77		29.61		30.52		31.36		32.20	
	Next 3 mos.	29.70		30.59		31.48		32.45		33.34		34.23	
	Next 6 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 6 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	
C16	SR CORPORATE ACCOUNTING CLERK												
C25	DISTRICT CLERK III												
C27	CLERK DISPATCHER												
C32	EXPEDITER												
C56	CREDIT/FIELD SERVICES REPRESENTATIVE												
C76	UTILITY PLANT CLERK												
	1st 9 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 9 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
C17	SR CUSTOMER SERVICE CLERK												
C18	SR CUSTOMER SERVICE REPRESENTATIVE												
C75	SR CUSTOMER SERVICE REPRESENTATIVE												
	1st 9 mos.	32.16		33.12		34.08		35.13		36.09		37.05	
	Next 9 mos.	33.98		35.00		36.02		37.12		38.14		39.16	
	Thereafter	35.75		36.82		37.89		39.05		40.12		41.19	
T2	STOREKEEPER												
T48	WASTE WATER TREATMENT OPERATOR	36.35		37.44		38.53		39.71		40.80		41.89	
C14	PURCHASING COORDINATOR												
	1st 9 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Next 9 mos.	35.05		36.10		37.15		38.29		39.34		40.39	
	Thereafter	36.86		37.97		39.08		40.28		41.39		42.50	
C42	CUSTOMER PLANNER												
C65	DESIGN PLANNER												
	1st 9 mos.	33.30		34.30		35.30		36.38		37.38		38.38	
	Next 9 mos.	35.11		36.16		37.21		38.35		39.40		40.45	
	Thereafter	36.98		38.09		39.20		40.40		41.51		42.62	
C43	SURVEY TECHNICIAN												
	1st 9 mos.	34.22		35.25		36.28		37.39		38.42		39.45	
	Next 9 mos.	36.16		37.24		38.32		39.50		40.58		41.66	
	Thereafter	38.03		39.17		40.31		41.55		42.69		43.83	
C44	DRAFTING TECHNICIAN II												
	1st 12 mos.	34.62		35.66		36.70		37.83		38.87		39.91	
	Next 12 mos.	35.66		36.73		37.80		38.96		40.03		41.10	
	Next 12 mos.	36.82		37.92		39.02		40.22		41.32		42.42	
	Thereafter	38.03		39.17		40.31		41.55		42.69		43.83	
T9	(S) BOILER OPERATOR												
	1st 6 mos.	29.25		30.13		31.01		31.96		32.84		33.72	
	Next 6 mos.	29.92		30.82		31.72		32.69		33.59		34.49	
	Next 6 mos.	30.80		31.72		32.64		33.64		34.56		35.48	
	Next 6 mos.	32.33		33.30		34.27		35.32		36.29		37.26	
	Next 6 mos.	34.07		35.09		36.11		37.22		38.24		39.26	
	Next 6 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Next 6 mos.	36.35		37.44		38.53		39.71		40.80		41.89	
	Thereafter	38.10		39.24		40.38		41.62		42.76		43.90	
T40	JR INSPECTOR	38.10		39.24		40.38		41.62		42.76		43.90	
T4	ELECTRICIAN												
T5	MACHINIST MECHANIC												
T56	COMBUSTION TURBINE & DIESEL MECHANIC												
T58	CONTROL MECHANIC												
T62	(S) COMBUSTION TURBINE OPERATOR (KEAHOLE)												
	1st 6 mos.	26.38		27.17		27.96		28.82		29.61		30.40	
	Next 6 mos.	27.89		28.73		29.57		30.48		31.32		32.16	
	Next 6 mos.	29.33		30.21		31.09		32.04		32.92		33.80	
	Next 6 mos.	30.80		31.72		32.64		33.64		34.56		35.48	
	Next 6 mos.	32.27		33.24		34.21		35.26		36.23		37.20	
	Next 6 mos.	33.74		34.75		35.76		36.86		37.87		38.88	
	Next 6 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Next 6 mos.	36.63		37.73		38.83		40.02		41.12		42.22	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	
T18	ELECTRICIAN (COMMUNICATION)												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	
T19	ELECTRICIAN												
	1st 12 mos.	34.94	35.94	36.99	37.49	38.54	39.04	40.18	40.68	41.73	42.23	43.28	43.78
	Thereafter	38.90	39.90	41.07	41.57	42.74	43.24	44.50	45.00	46.17	46.67	47.84	48.34
T12	(S) SR BOILER OPERATOR												
T53	(S) COMBUSTION TURBINE OPERATOR												
T54	(S) RELIEF OPERATOR-BOILER & COMBUSTION TURBINE	38.90		40.07		41.24		42.50		43.67		44.84	

**HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A**

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
T29	INSPECTOR	39.08		40.25		41.42		42.69		43.86		45.03	
T6	CERTIFIED COMBINATION WELDER												
T7	MACHINIST												
T32	CABLE SPLICER												
T41	SR ELECTRICIAN												
T57	SR COMBUSTION TURBINE & DIESEL MECHANIC												
T59	SR CONTROL MECHANIC												
T60	SR ELECTRICIAN (COMMUNICATION)	39.64		40.83		42.02		43.31		44.50		45.69	
T31	LINEMAN												
	1st 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	50.00
T42	SR ELECTRICIAN	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
T13	(S) CONTROL OPERATOR	39.84	40.84	42.04	42.54	43.74	44.24	45.53	46.03	47.23	47.73	48.93	49.43
C45	SR COORDINATOR												
	1st 9 mos.	35.86		36.94		38.02		39.19		40.27		41.35	
	Next 9 mos.	37.88		39.02		40.16		41.39		42.53		43.67	
	Thereafter	39.84		41.04		42.24		43.53		44.73		45.93	
T61	(S) CONTROL & COMBINED CYCLE OPERATOR	39.84		41.04		42.24		43.53		44.73		45.93	
T20	TECHNICIAN (COMM)												
T52	CONTROL TECHNICIAN	40.26		41.47		42.68		43.99		45.20		46.41	
T21	TECHNICIAN (RELAY)	40.26	41.26	42.47	42.97	44.18	44.68	45.99	46.49	47.70	48.20	49.41	49.91
C46	DRAFTING TECHNICIAN III												
C61	DRAFTING/SCHEDULING TECHNICIAN												
	1st 12 mos.	39.08		40.25		41.42		42.69		43.86		45.03	
	Thereafter	40.40		41.61		42.82		44.13		45.34		46.55	
T34	SR CABLE SPLICER	40.40		41.61		42.82		44.13		45.34		46.55	
T30	(S) TROUBLEMAN-INSPECTOR												
	1st 12 mos.	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
	Thereafter	40.40	41.40	42.61	43.11	44.32	44.82	46.13	46.63	47.84	48.34	49.55	50.05
T15	(S) RELIEF OPERATOR – SYSTEM & CONTROL	40.98		42.21		43.44		44.77		46.00		47.23	
T47	SR INSPECTOR												
T35	SERVICEMAN	40.98	41.98	43.21	43.71	44.94	45.44	46.77	47.27	48.50	49.00	50.23	50.73
C47	SR CUSTOMER PLANNER												
	1st 9 mos.	38.53		39.69		40.85		42.10		43.26		44.42	
	Next 9 mos.	40.66		41.88		43.10		44.42		45.64		46.86	
	Thereafter	42.81		44.09		45.37		46.76		48.04		49.32	
C53	ENGINEERING DRAFTING TECHNICIAN												
	1st 12 mos.	41.58		42.83		44.08		45.43		46.68		47.93	
	Thereafter	42.81		44.09		45.37		46.76		48.04		49.32	
T14	(S) SYSTEM OPERATOR												
F1	WORKING FOREMAN												
F2	WORKING FOREMAN	42.84	43.84	45.13	45.63	46.92	47.42	48.81	49.31	50.60	51.10	52.39	52.89
F3	FOREMAN												
F4	FOREMAN	45.54	46.54	47.91	48.41	49.78	50.28	51.76	52.26	53.63	54.13	55.50	56.00

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL01	CLERK TYPIST I							
NCL1	MAIL CLERK							
	1st 6 mos.	11.27	11.59	11.94	12.29	12.67	13.02	13.37
	Next 6 mos.	11.84	12.18	12.55	12.92	13.32	13.69	14.06
	Next 6 mos.	12.38	12.74	13.12	13.50	13.91	14.29	14.67
	Thereafter	12.99	13.36	13.76	14.16	14.59	14.99	15.39
NCL02	CLERK TYPIST II							
NCL4	RECEPTIONIST/CLERK TYPIST							
	1st 6 mos.	13.64	14.03	14.45	14.87	15.33	15.75	16.17
	Next 6 mos.	14.31	14.72	15.16	15.60	16.08	16.52	16.96
	Next 6 mos.	15.03	15.46	15.92	16.38	16.88	17.34	17.80
	Next 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Thereafter	16.55	17.03	17.54	18.05	18.60	19.11	19.62
NCL03	CLERK TYPIST III							
NCL2	CUSTOMER SERVICE CLERK							
	1st 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Next 6 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 6 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 6 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 6 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Thereafter	20.04	20.62	21.24	21.86	22.53	23.15	23.77
NCL68	ACCOUNTING CLERK III							
	1st 3 mos.	16.94	17.43	17.95	18.47	19.04	19.56	20.08
	Next 3 mos.	17.77	18.28	18.83	19.38	19.97	20.52	21.07
	Next 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 6 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Thereafter	21.56	22.18	22.85	23.52	24.24	24.91	25.58
NCL74	MAPPER							
	1st 3 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Next 3 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 3 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 6 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 6 mos.	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Thereafter	22.10	22.74	23.42	24.10	24.84	25.52	26.20

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL5	CASHIER							
NCL49	DISTRICT CLERK I							
	1st 3 mos.	17.84	18.35	18.90	19.45	20.05	20.60	21.15
	Next 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 6 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Thereafter	22.62	23.27	23.97	24.67	25.43	26.13	26.83
NCL39	PLANNER AID							
	1st 3 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 3 mos	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 3 mos	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 6 mos	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 6 mos	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Thereafter	23.16	23.83	24.54	25.25	26.02	26.73	27.44
NCL7	METER READER							
NCL21	METER READER							
	1st 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 3 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.18	23.85	24.57	25.29	26.07	26.79	27.51
	Thereafter	24.33	25.03	25.78	26.53	27.34	28.09	28.84
NCL38	SURVEY AIDE							
	1st 3 mos.	20.04	20.62	21.24	21.86	22.53	23.15	23.77
	Next 3 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.13	23.80	24.51	25.22	25.99	26.70	27.41
	Next 6 mos.	24.42	25.12	25.87	26.62	27.44	28.19	28.94
	Thereafter	25.70	26.44	27.23	28.02	28.88	29.67	30.46
NCL9	FIELD REPRESENTATIVE							
NCL22	FIELD REPRESENTATIVE							
NCL78	MATERIAL & RECORDS KEEPER							
	1st 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.13	23.80	24.51	25.22	25.99	26.70	27.41
	Next 6 mos.	24.42	25.12	25.87	26.62	27.44	28.19	28.94
	Thereafter	25.70	26.44	27.23	28.02	28.88	29.67	30.46

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NC6	INVOICE & MATERIALS CLERK							
NC8	CORPORATE ACCOUNTING CLERK							
	1st 9 mos.	24.54	25.25	26.01	26.77	27.59	28.35	29.11
	Next 9 mos.	25.90	26.65	27.45	28.25	29.12	29.92	30.72
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35
NC23	SHIFT CLERK DISPATCHER							
	1st 3 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 3 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.16	23.83	24.54	25.25	26.02	26.73	27.44
	Next 6 mos.	24.54	25.25	26.01	26.77	27.59	28.35	29.11
	Next 6 mos.	25.90	26.65	27.45	28.25	29.12	29.92	30.72
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35
NC40	JR CUSTOMER PLANNER							
NC73	SR MAPPER							
	1st 9 mos.	25.12	25.84	26.62	27.40	28.24	29.02	29.80
	Next 6 mos.	26.51	27.27	28.09	28.91	29.80	30.62	31.44
	Thereafter	27.92	28.72	29.58	30.44	31.37	32.23	33.09
NC13	CUSTOMER ASSISTANCE REPRESENTATIVE							
NC20	LAND CLERK							
NC55	CUSTOMER ASSISTANCE REPRESENTATIVE (Formerly DISTRICT CLERK II)							
	1st 3 mos.	20.00	20.58	21.20	21.82	22.49	23.11	23.73
	Next 3 mos.	21.00	21.60	22.25	22.90	23.60	24.25	24.90
	Next 6 mos.	22.00	22.63	23.31	23.99	24.73	25.41	26.09
	Next 6 mos.	23.00	23.66	24.37	25.08	25.85	26.56	27.27
	Next 6 mos.	24.00	24.69	25.43	26.17	26.97	27.71	28.45
	Thereafter	25.00	25.72	26.49	27.26	28.10	28.87	29.64
NC11	FIELD CREDIT REPRESENTATIVE							
NC24	FIELD CREDIT REPRESENTATIVE							
NC26	MATERIAL COORDINATOR							
NC31	ENGINEERING CLERK							
NC34	STATISTICAL CLERK							
NC77	ENGINEERING CLERK							
	1st 9 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 9 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NC64	DRAFTING TECHNICIAN I							
	1st 6 mos.	28.05	28.86	29.73	30.60	31.54	32.41	33.28
	Thereafter	29.54	30.39	31.30	32.21	33.20	34.11	35.02
NC30	JOINT POLE COORDINATOR							
NC70	SSPP ACCOUNTS CLERK							
	1st 3 mos.	22.92	23.58	24.29	25.00	25.77	26.48	27.19
	Next 3 mos.	24.44	25.14	25.89	26.64	27.46	28.21	28.96
	Next 3 mos.	25.98	26.73	27.53	28.33	29.20	30.00	30.80
	Next 6 mos.	27.48	28.27	29.12	29.97	30.89	31.74	32.59
	Next 6 mos.	29.02	29.86	30.76	31.66	32.63	33.53	34.43
	Thereafter	30.56	31.44	32.38	33.32	34.34	35.28	36.22
NC16	SR CORPORATE ACCOUNTING CLERK							
NC25	DISTRICT CLERK III							
NC27	CLERK DISPATCHER							
NC32	EXPEDITER							
NC56	CREDIT/FIELD SERVICE REPRESENTATIVE							
NC76	UTILITY PLANT CLERK							
	1st 9 mos.	27.48	28.27	29.12	29.97	30.89	31.74	32.59
	Next 9 mos.	29.02	29.86	30.76	31.66	32.63	33.53	34.43
	Thereafter	30.56	31.44	32.38	33.32	34.34	35.28	36.22
NC17	SR CUSTOMER SERVICE CLERK							
NC18	SR CUSTOMER SERVICE REPRESENTATIVE							
NC75	SR CUSTOMER SERVICE REPRESENTATIVE							
	1st 9 mos.	28.13	28.94	29.81	30.68	31.62	32.49	33.36
	Next 9 mos.	29.73	30.59	31.51	32.43	33.42	34.34	35.26
	Thereafter	31.28	32.18	33.15	34.12	35.17	36.14	37.11
NC42	CUSTOMER PLANNER							
NC65	DESIGN PLANNER							
	1st 9 mos.	29.13	29.97	30.87	31.77	32.74	33.64	34.54
	Next 9 mos.	30.72	31.60	32.55	33.50	34.53	35.48	36.43
	Thereafter	32.36	33.29	34.29	35.29	36.37	37.37	38.37
NC43	SURVEY TECHNICIAN							
	1st 9 mos.	29.94	30.80	31.72	32.64	33.64	34.56	35.48
	Next 9 mos.	31.64	32.55	33.53	34.51	35.57	36.55	37.53
	Thereafter	33.27	34.23	35.26	36.29	37.40	38.43	39.46

HAWAII ELECTRIC LIGHT COMPANY, INC.
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NC44	DRAFTING TECHNICIAN II							
	1st 12 mos.	30.29	31.16	32.09	33.02	34.03	34.96	35.89
	Next 12 mos.	31.19	32.09	33.05	34.01	35.05	36.01	36.97
	Next 12 mos.	32.21	33.14	34.13	35.12	36.20	37.19	38.18
	Thereafter	33.27	34.23	35.26	36.29	37.40	38.43	39.46
NC45	SR COORDINATOR							
	1st 9 mos.	31.37	32.27	33.24	34.21	35.26	36.23	37.20
	Next 9 mos.	33.14	34.09	35.11	36.13	37.24	38.26	39.28
	Thereafter	34.86	35.86	36.94	38.02	39.19	40.27	41.35
NC46	DRAFTING TECHNICIAN III							
NC61	DRAFTING/SCHEDULING TECHNICIAN							
	1st 12 mos.	34.19	35.17	36.23	37.29	38.43	39.49	40.55
	Thereafter	35.34	36.36	37.45	38.54	39.72	40.81	41.90
NC47	SR CUSTOMER PLANNER							
	1st 9 mos.	33.71	34.68	35.72	36.76	37.89	38.93	39.97
	Next 9 mos.	35.57	36.59	37.69	38.79	39.98	41.08	42.18
	Thereafter	37.46	38.54	39.70	40.86	42.11	43.27	44.43
NC53	ENGINEERING DRAFTING TECHNICIAN							
	1st 12 mos.	36.38	37.43	38.55	39.67	40.89	42.01	43.13
	Thereafter	37.46	38.54	39.70	40.86	42.11	43.27	44.43

**MAUI ELECTRIC COMPANY, LIMITED
EXHIBIT A**

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
CL01	CLERK TYPIST I												
	1st 6 mos.	12.88		13.27		13.66		14.08		14.47		14.86	
	Next 6 mos.	13.52		13.93		14.34		14.78		15.19		15.60	
	Next 6 mos.	14.16		14.58		15.00		15.46		15.88		16.30	
	Thereafter	14.84		15.29		15.74		16.22		16.67		17.12	
TL07	HELPER 2/C												
	1st 6 mos.	14.51		14.95		15.39		15.86		16.30		16.74	
	Thereafter	15.24		15.70		16.16		16.66		17.12		17.58	
CL02	CLERK TYPIST II												
	1st 6 mos.	15.59		16.06		16.53		17.04		17.51		17.98	
	Next 6 mos.	16.36		16.85		17.34		17.87		18.36		18.85	
	Next 6 mos.	17.18		17.70		18.22		18.78		19.30		19.82	
	Next 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Thereafter	18.92		19.49		20.06		20.67		21.24		21.81	
TL08	HELPER 1/C												
	1st 3 mos.	15.24		15.70		16.16		16.66		17.12		17.58	
	Next 3 mos.	15.99		16.47		16.95		17.47		17.95		18.43	
	Next 6 mos.	16.77		17.27		17.77		18.32		18.82		19.32	
	Next 6 mos.	17.60		18.13		18.66		19.23		19.76		20.29	
	Next 6 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Thereafter	19.36		19.94		20.52		21.15		21.73		22.31	
T19	CUSTODIAL HELPER												
	1st 6 mos.	14.08		14.50		14.92		15.38		15.80		16.22	
	Next 6 mos.	15.15		15.60		16.05		16.54		16.99		17.44	
	Next 6 mos.	16.25		16.74		17.23		17.76		18.25		18.74	
	Thereafter	21.65		22.30		22.95		23.65		24.30		24.95	
CL03 CL47	CLERK TYPIST III CUSTOMER SERVICE CLERK												
	1st 6 mos.	17.99		18.53		19.07		19.65		20.19		20.73	
	Next 6 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 6 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Thereafter	22.91		23.60		24.29		25.03		25.72		26.41	
TL09	SR HELPER												
	1st 3 mos.	18.46		19.01		19.56		20.16		20.71		21.26	
	Next 3 mos.	19.36		19.94		20.52		21.15		21.73		22.31	
	Next 6 mos.	20.31		20.92		21.53		22.19		22.80		23.41	
	Next 6 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 6 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Thereafter	23.50		24.21		24.92		25.68		26.39		27.10	
TL2	VEHICLE ATTENDANT												
	1st 3 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 6 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Thereafter	24.06		24.78		25.50		26.28		27.00		27.72	
CL4	CASHIER												
	1st 3 mos.	20.39		21.00		21.61		22.27		22.88		23.49	
	Next 3 mos.	21.32		21.96		22.60		23.29		23.93		24.57	
	Next 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 6 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 6 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Thereafter	25.86		26.64		27.42		28.26		29.04		29.82	
CL26	PLANNER AID												
	1st 3 mos.	18.92		19.49		20.06		20.67		21.24		21.81	
	Next 3 mos.	19.85		20.45		21.05		21.70		22.30		22.90	
	Next 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 6 mos.	22.91		23.60		24.29		25.03		25.72		26.41	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Thereafter	26.47		27.26		28.05		28.91		29.70		30.49	

**MAUI ELECTRIC COMPANY, LIMITED
EXHIBIT A**

JOB CODE	JOB TITLE	1/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	7/1/2017	1/1/2018	7/1/2018
CL6	METER READER												
	1st 3 mos.	20.83		21.45		22.07		22.75		23.37		23.99	
	Next 3 mos.	21.84		22.50		23.16		23.87		24.53		25.19	
	Next 6 mos.	24.06		24.78		25.50		26.28		27.00		27.72	
	Next 6 mos.	25.26		26.02		26.78		27.60		28.36		29.12	
	Next 6 mos.	26.47		27.26		28.05		28.91		29.70		30.49	
	Thereafter	27.81		28.64		29.47		30.37		31.20		32.03	
CL9	ACCOUNTS CLERK												
	1st 3 mos.	22.42		23.09		23.76		24.49		25.16		25.83	
	Next 3 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	28.51		29.37		30.23		31.16		32.02		32.88	
CL06	DISTRIBUTION DIVISION CLERK												
	1st 3 mos.	23.50		24.21		24.92		25.68		26.39		27.10	
	Next 3 mos.	24.65		25.39		26.13		26.93		27.67		28.41	
	Next 6 mos.	25.86		26.64		27.42		28.26		29.04		29.82	
	Next 6 mos.	27.17		27.99		28.81		29.69		30.51		31.33	
	Thereafter	28.51		29.37		30.23		31.16		32.02		32.88	
T6	STORES ATTENDANT												
T54	WAREHOUSE ATTENDANT												
	1st 12 mos.	23.44		24.14		24.84		25.60		26.30		27.00	
	Next 12 mos.	26.38		27.17		27.96		28.82		29.61		30.40	
	Next 12 mos.	28.64		29.50		30.36		31.29		32.15		33.01	
	Thereafter	30.80		31.72		32.64		33.64		34.56		35.48	
T26 (S)	OPERATOR HELPER (KAHULUI)												
T47 (S)	OPERATOR HELPER (MAALAEA)												
T104 (S)	OPERATOR HELPER (LANAI)												
T129 (S)	OPERATOR HELPER (MOLOKAI)												
	1st 12 mos.	23.44		24.14		24.84		25.60		26.30		27.00	
	Next 12 mos.	28.64		29.50		30.36		31.29		32.15		33.01	
	Thereafter	30.80		31.72		32.64		33.64		34.56		35.48	
C45	PLANT AIDE												
	1st 3 mos.	25.65		26.42		27.19		28.02		28.79		29.56	
	Next 3 mos.	26.93		27.74		28.55		29.43		30.24		31.05	
	Next 6 mos.	28.27		29.12		29.97		30.89		31.74		32.59	
	Next 6 mos.	29.71		30.60		31.49		32.46		33.35		34.24	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	
C202	METER READER/COLLECTOR (MOLOKAI)												
	1st 9 mos.	28.06		28.90		29.74		30.65		31.49		32.33	
	Next 9 mos.	29.61		30.50		31.39		32.35		33.24		34.13	
	Thereafter	31.19		32.13		33.07		34.08		35.02		35.96	
T27 (S)	SR OPERATOR HELPER (KAHULUI)												
T48 (S)	SR OPERATOR HELPER (MAALAEA)												
		31.19		32.13		33.07		34.08		35.02		35.96	
C209	ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN												
	1st 6 mos.	25.54		26.31		27.08		27.91		28.68		29.45	
	Next 6 mos.	27.13		27.94		28.75		29.63		30.44		31.25	
	Next 6 mos.	28.71		29.57		30.43		31.36		32.22		33.08	
	Next 6 mos.	30.30		31.21		32.12		33.10		34.01		34.92	
	Thereafter	31.92		32.88		33.84		34.88		35.84		36.80	
C27	JR CUSTOMER PLANNER												
	1st 9 mos.	28.71		29.57		30.43		31.36		32.22		33.08	
	Next 6 mos.	30.30		31.21		32.12		33.10		34.01		34.92	
	Thereafter	31.92		32.88		33.84		34.88		35.84		36.80	
C35	SR CUSTOMER CLERK												
C205	CUSTOMER FIELD REPRESENTATIVE												
	1st 3 mos.	24.60		25.34		26.08		26.88		27.62		28.36	
	Next 3 mos.	26.22		27.01		27.80		28.65		29.44		30.23	
	Next 3 mos.	27.89		28.73		29.57		30.48		31.32		32.16	
	Next 6 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 6 mos.	31.16		32.09		33.02		34.03		35.04		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	

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<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>7/1/2014</u>	<u>1/1/2015</u>	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>
C23	STATISTICAL CLERK												
C49	GENERAL ACCOUNTING CLERK												
	1st 9 mos.	29.50		30.39		31.28		32.24		33.13		34.02	
	Next 9 mos.	31.16		32.09		33.02		34.03		34.96		35.89	
	Thereafter	32.81		33.79		34.77		35.84		36.82		37.80	
T124	(S) ASSISTANT PLANT OPERATOR	34.07		35.09		36.11		37.22		38.24		39.26	
C206	UTILITY PLANT CLERK												
	1st 9 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 9 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	
C201	CUSTOMER ASSISTANCE REPRESENTATIVE (MOLOKAI)												
C207	CUSTOMER ASSISTANCE REPRESENTATIVE												
	1st 3 mos.	27.13		27.94		28.75		29.63		30.44		31.25	
	Next 3 mos.	28.50		29.36		30.22		31.15		32.01		32.87	
	Next 3 mos.	29.91		30.81		31.71		32.68		33.58		34.48	
	Next 6 mos.	31.41		32.35		33.29		34.31		35.25		36.19	
	Next 6 mos.	33.17		34.17		35.17		36.25		37.25		38.25	
	Thereafter	34.94		35.99		37.04		38.18		39.23		40.28	
C12	SR CUSTOMER SERVICE REPRESENTATIVE												
C34	MATERIAL COORDINATOR												
C48	SR BILLING & ACCOUNTS CLERK												
C208	STORES COORDINATOR												
	1st 9 mos.	32.16		33.12		34.08		35.13		36.09		37.05	
	Next 9 mos.	33.98		35.00		36.02		37.12		38.14		39.16	
	Thereafter	35.75		36.82		37.89		39.05		40.12		41.19	
T7	HEAVY EQUIPMENT OPERATOR												
	1st 12 mos.	26.38		27.17		27.96		28.82		29.61		30.40	
	Next 12 mos.	29.25		30.13		31.01		31.96		32.84		33.72	
	Next 12 mos.	31.82		32.77		33.72		34.75		35.70		36.65	
	Next 12 mos.	34.07		35.09		36.11		37.22		38.24		39.26	
	Thereafter	36.35		37.44		38.53		39.71		40.80		41.89	
T28	(S) JR BOILER OPERATOR												
	1st 12 mos.	34.07		35.09		36.11		37.22		38.24		39.26	
	Thereafter	36.35		37.44		38.53		39.71		40.80		41.89	
C28	CUSTOMER PLANNER												
	1st 9 mos.	33.30		34.30		35.30		36.38		37.38		38.38	
	Next 9 mos.	35.11		36.16		37.21		38.35		39.40		40.45	
	Thereafter	36.98		38.09		39.20		40.40		41.51		42.62	
T58	UTILITY SERVICEMAN (LANAI)												
	1st 6 mos.	23.44		24.14		24.84		25.60		26.30		27.00	
	Next 18 mos. - 76%	28.96		29.83		30.70		31.64		32.51		33.38	
	Next 12 mos. - 87%	33.15		34.14		35.13		36.21		37.20		38.19	
	Thereafter	38.10		39.24		40.38		41.62		42.76		43.90	
T9	ELECTRICAL MECHANIC												
	1st 12 mos.	34.07	35.07	36.09	36.59	37.61	38.11	39.22	39.72	40.74	41.24	42.26	42.76
	Thereafter	38.10	39.10	40.24	40.74	41.88	42.38	43.62	44.12	45.26	45.76	46.90	47.40
T45	METER ELECTRICIAN												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.10		39.24		40.38		41.62		42.76		43.90	
T137	(S) TROUBLEMAN												
	1st 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	38.10	39.10	40.24	40.74	41.88	42.38	43.62	44.12	45.26	45.76	46.90	47.40
T109	VEHICLE MECHANIC/COORDINATOR	38.10		39.24		40.38		41.62		42.76		43.90	

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<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>7/1/2014</u>	<u>1/1/2015</u>	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>
T116	MAINTENANCE ELECTRICIAN (MOLOKAI)												
T22	MAINTENANCE ELECTRICIAN												
T23	MAINTENANCE MECHANIC												
T24	DIESEL MAINTENANCE MECHANIC												
T127	DIESEL MAINTENANCE MECHANIC (MOLOKAI)												
T42	INSTRUMENT & CONTROL TECHNICIAN I												
T49	ELECTRICIAN (ELECTRONICS)												
T56	WELDER												
T119	DIESEL MAINTENANCE MECHANIC (LANAI)												
T126	MAINTENANCE ELECTRICIAN (LANAI)												
T138	RELAY ELECTRICIAN												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	38.90		40.07		41.24		42.50		43.67		44.84	
T29	(S) DIESEL OPERATOR												
T30	(S) BOILER OPERATOR												
		38.90		40.07		41.24		42.50		43.67		44.84	
T102	(S) DIESEL OPERATOR (LANAI)												
		38.90	39.90	41.07	41.57	42.74	43.24	44.50	45.00	46.17	46.67	47.84	48.34
T37	INSPECTOR												
T123	(S) COMBINED CYCLE OPERATOR												
		39.08		40.25		41.42		42.69		43.86		45.03	
T38	MACHINIST												
	1st 12 mos.	34.94		35.99		37.04		38.18		39.23		40.28	
	Thereafter	39.64		40.83		42.02		43.31		44.50		45.69	
T132	COMBINED CYCLE PLANT MECHANIC												
	1st 12 mos.	36.35		37.44		38.53		39.71		40.80		41.89	
	Thereafter	39.64		40.83		42.02		43.31		44.50		45.69	
T8	SR METER ELECTRICIAN												
T33	SR MAINTENANCE ELECTRICIAN												
T34	SR MAINTENANCE MECHANIC												
T35	SR DIESEL MAINTENANCE MECHANIC												
T59	INSTRUMENT & CONTROL TECHNICIAN II												
T61	CERTIFIED COMBINATION WELDER												
T115	SR ELECTRICIAN (ELECTRONICS)												
T125	CERTIFIED VEHICLE MECHANIC												
T139	SR RELAY ELECTRICIAN												
T120	SR DIESEL MAINTENANCE MECHANIC (LANAI)												
T128	SR DIESEL MAINTENANCE MECHANIC (MOLOKAI)												
T130	SR MAINTENANCE ELECTRICIAN (LANAI)												
T131	SR MAINTENANCE ELECTRICIAN (MOLOKAI)												
		39.64		40.83		42.02		43.31		44.50		45.69	
T10	SR ELECTRICAL MECHANIC												
		39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
T11	LINEMAN												
T134	LINEMAN (LANAI)												
T105	LINEMAN (MOLOKAI)												
	1st 12 mos.	36.35	37.35	38.44	38.94	40.03	40.53	41.71	42.21	43.30	43.80	44.89	45.39
	Thereafter	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	50.00
T31	(S) TURBINE & SWITCHBOARD OPERATOR												
T51	(S) CONTROL & SWITCHBOARD OPERATOR												
		39.84	40.84	42.04	42.54	43.74	44.24	45.53	46.03	47.23	47.73	48.93	49.43
T55	TECHNICIAN (ELECTRONICS)												
T100	INSTRUMENT & CONTROL TECHNICIAN III												
T121	METER SPECIALIST												
T140	RELAY TECHNICIAN												
		40.26		41.47		42.68		43.99		45.20		46.41	
T113	SUBSTATION INSPECTOR												
		40.26	41.26	42.47	42.97	44.18	44.68	45.99	46.49	47.70	48.20	49.41	49.91
T15	SYSTEM INSPECTOR												
T122	SR INSPECTOR												
T16	(S) PRIMARY TROUBLEMAN												
		40.40	41.40	42.61	43.11	44.32	44.82	46.13	46.63	47.84	48.34	49.55	50.05

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<u>JOB CODE</u>		<u>JOB TITLE</u>	<u>1/1/2013</u>	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>7/1/2014</u>	<u>1/1/2015</u>	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>
T107	(S)	CHIEF OPERATOR (MOLOKAI)												
		1st 12 mos.	39.64	40.64	41.83	42.33	43.52	44.02	45.31	45.81	47.00	47.50	48.69	49.19
		Thereafter	40.98	41.98	43.21	43.71	44.94	45.44	46.77	47.27	48.50	49.00	50.23	50.73
T17		SERVICEMAN												
T18		PRIMARY TROUBLEMAN (HANA)												
T141	(S)	SYSTEM GENERATION OPERATOR	40.98	41.98	43.21	43.71	44.94	45.44	46.77	47.27	48.50	49.00	50.23	50.73
C30		DESIGN PLANNER												
		1st 9 mos.	38.53		39.69		40.85		42.10		43.26		44.42	
		Next 9 mos.	40.66		41.88		43.10		44.42		45.64		46.86	
		Thereafter	42.81		44.09		45.37		46.76		48.04		49.32	
F1		WORKING FOREMAN												
F2		WORKING FOREMAN												
F4		LINEMAN WORKING FOREMAN												
F5		WORKING FOREMAN (MOLOKAI)												
F6		WORKING FOREMAN (LANAI)												
T52	(S)	DISPATCHER	42.84	43.84	45.13	45.63	46.92	47.42	48.81	49.31	50.60	51.10	52.39	52.89
F3		FOREMAN	45.54	46.54	47.91	48.41	49.78	50.28	51.76	52.26	53.63	54.13	55.50	56.00

MAUI ELECTRIC COMPANY, LIMITED
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NCL01	CLERK TYPIST I							
	1st 6 mos.	11.27	11.59	11.94	12.29	12.67	13.02	13.37
	Next 6 mos.	11.84	12.18	12.55	12.92	13.32	13.69	14.06
	Next 6 mos.	12.38	12.74	13.12	13.50	13.91	14.29	14.67
	Thereafter	12.99	13.36	13.76	14.16	14.59	14.99	15.39
NCL02	CLERK TYPIST II							
	1st 6 mos.	13.64	14.03	14.45	14.87	15.33	15.75	16.17
	Next 6 mos.	14.31	14.72	15.16	15.60	16.08	16.52	16.96
	Next 6 mos.	15.03	15.46	15.92	16.38	16.88	17.34	17.80
	Next 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Thereafter	16.55	17.03	17.54	18.05	18.60	19.11	19.62
NCL03	CLERK TYPIST III							
NCL47	CUSTOMER SERVICE CLERK							
	1st 6 mos.	15.73	16.18	16.67	17.16	17.69	18.18	18.67
	Next 6 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 6 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 6 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 6 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Thereafter	20.04	20.62	21.24	21.86	22.53	23.15	23.77
NCL4	CASHIER							
	1st 3 mos.	17.84	18.35	18.90	19.45	20.05	20.60	21.15
	Next 3 mos.	18.65	19.19	19.77	20.35	20.97	21.55	22.13
	Next 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 6 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 6 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Thereafter	22.62	23.27	23.97	24.67	25.43	26.13	26.83

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NCL26	PLANNER AID							
	1st 3 mos.	16.55	17.03	17.54	18.05	18.60	19.11	19.62
	Next 3 mos.	17.37	17.87	18.41	18.95	19.53	20.07	20.61
	Next 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 6 mos.	20.05	20.63	21.25	21.87	22.54	23.16	23.78
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Thereafter	23.16	23.83	24.54	25.25	26.02	26.73	27.44
NCL6	METER READER							
	1st 3 mos.	18.23	18.76	19.32	19.88	20.49	21.05	21.61
	Next 3 mos.	19.11	19.66	20.25	20.84	21.48	22.07	22.66
	Next 6 mos.	21.04	21.65	22.30	22.95	23.65	24.30	24.95
	Next 6 mos.	22.10	22.74	23.42	24.10	24.84	25.52	26.20
	Next 6 mos.	23.16	23.83	24.54	25.25	26.02	26.73	27.44
	Thereafter	24.33	25.03	25.78	26.53	27.34	28.09	28.84
NCL9	ACCOUNTS CLERK							
	1st 3 mos.	19.61	20.17	20.78	21.39	22.05	22.66	23.27
	Next 3 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.77	24.45	25.18	25.91	26.70	27.43	28.16
	Thereafter	24.94	25.66	26.43	27.20	28.03	28.80	29.57
NCL06	DISTRIBUTION DIVISION CLERK							
	1st 3 mos.	20.56	21.15	21.78	22.41	23.10	23.73	24.36
	Next 3 mos.	21.56	22.18	22.85	23.52	24.24	24.91	25.58
	Next 6 mos.	22.62	23.27	23.97	24.67	25.43	26.13	26.83
	Next 6 mos.	23.77	24.45	25.18	25.91	26.70	27.43	28.16
	Thereafter	24.94	25.66	26.43	27.20	28.03	28.80	29.57
NC45	PLANT AIDE							
	1st 3 mos.	22.45	23.10	23.79	24.48	25.23	25.92	26.61
	Next 3 mos.	23.56	24.24	24.97	25.70	26.49	27.22	27.95
	Next 6 mos.	24.73	25.44	26.20	26.96	27.79	28.55	29.31
	Next 6 mos.	25.99	26.74	27.54	28.34	29.21	30.01	30.81
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35

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NC202	METER READER/COLLECTOR (MOLOKAI)							
	1st 9 mos.	24.54	25.25	26.01	26.77	27.59	28.35	29.11
	Next 9 mos.	25.90	26.65	27.45	28.25	29.12	29.92	30.72
	Thereafter	27.29	28.08	28.92	29.76	30.67	31.51	32.35
NC209	ELECTRIC FACILITIES MANAGEMENT SYSTEM (EFMS) TECHNICIAN							
	1st 6 mos.	22.34	22.98	23.67	24.36	25.11	25.80	26.49
	Next 6 mos.	23.74	24.42	25.15	25.88	26.67	27.40	28.13
	Next 6 mos.	25.12	25.84	26.62	27.40	28.24	29.02	29.80
	Next 6 mos.	26.51	27.27	28.09	28.91	29.80	30.62	31.44
	Thereafter	27.92	28.72	29.58	30.44	31.37	32.23	33.09
NC27	JR CUSTOMER PLANNER							
	1st 9 mos.	25.12	25.84	26.62	27.40	28.24	29.02	29.80
	Next 9 mos.	26.51	27.27	28.09	28.91	29.80	30.62	31.44
	Thereafter	27.92	28.72	29.58	30.44	31.37	32.23	33.09
NC35	SR CUSTOMER CLERK							
NC205	CUSTOMER FIELD REPRESENTATIVE							
	1st 3 mos.	21.52	22.14	22.80	23.46	24.18	24.84	25.50
	Next 3 mos.	22.94	23.60	24.31	25.02	25.79	26.50	27.21
	Next 3 mos.	24.40	25.10	25.85	26.60	27.42	28.17	28.92
	Next 6 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 6 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05
NC23	STATISTICAL CLERK							
NC49	GENERAL ACCOUNTING CLERK							
	1st 9 mos.	25.81	26.55	27.35	28.15	29.01	29.81	30.61
	Next 9 mos.	27.25	28.03	28.87	29.71	30.62	31.46	32.30
	Thereafter	28.70	29.53	30.42	31.31	32.27	33.16	34.05
NC206	UTILITY PLANT CLERK							
	1st 9 mos.	27.48	28.27	29.12	29.97	30.89	31.74	32.59
	Next 9 mos.	29.02	29.86	30.76	31.66	32.63	33.53	34.43
	Thereafter	30.56	31.44	32.38	33.32	34.34	35.28	36.22

MAUI ELECTRIC COMPANY, LIMITED
EXHIBIT A-NC (New Clerical)
(Bargaining Unit Employees Hired On or After 11/5/2012)

<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>11/5/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
NC201	CUSTOMER ASSISTANCE REPRESENTATIVE (MOLOKAI)							
NC207	CUSTOMER ASSISTANCE REPRESENTATIVE							
	1st 3 mos.	20.00	20.58	21.20	21.82	22.49	23.11	23.73
	Next 3 mos.	21.00	21.60	22.25	22.90	23.60	24.25	24.90
	Next 3 mos.	22.00	22.63	23.31	23.99	24.73	25.41	26.09
	Next 6 mos.	23.00	23.66	24.37	25.08	25.85	26.56	27.27
	Next 6 mos.	24.00	24.69	25.43	26.17	26.97	27.71	28.45
	Thereafter	25.00	25.72	26.49	27.26	28.10	28.87	29.64
NC12	SR CUSTOMER SERVICE REPRESENTATIVE							
NC34	MATERIAL COORDINATOR							
NC48	SR BILLING & ACCOUNTS CLERK							
NC208	STORES COORDINATOR							
	1st 9 mos.	28.13	28.94	29.81	30.68	31.62	32.49	33.36
	Next 9 mos.	29.73	30.59	31.51	32.43	33.42	34.34	35.26
	Thereafter	31.28	32.18	33.15	34.12	35.17	36.14	37.11
NC28	CUSTOMER PLANNER							
	1st 9 mos.	29.13	29.97	30.87	31.77	32.74	33.64	34.54
	Next 9 mos.	30.72	31.60	32.55	33.50	34.53	35.48	36.43
	Thereafter	32.36	33.29	34.29	35.29	36.37	37.37	38.37
NC30	DESIGN PLANNER							
	1st 9 mos.	33.71	34.68	35.72	36.76	37.89	38.93	39.97
	Next 9 mos.	35.57	36.59	37.69	38.79	39.98	41.08	42.18
	Thereafter	37.46	38.54	39.70	40.86	42.11	43.27	44.43

EXHIBIT A
APPRENTICE WAGE RATES

Hawaiian Electric

T168	APPRENTICE MACHINIST MECHANIC
T169	APPRENTICE BOILER MECHANIC
T170	APPRENTICE MAINTENANCE ELECTRICIAN
T171	APPRENTICE CONTROL MECHANIC
T245	APPRENTICE MECHANIC
T246	APPRENTICE ELECTRICAL MECHANIC
T261	APPRENTICE AUTOMOTIVE MECHANIC
T295	APPRENTICE SUBSTATION ELECTRICIAN
T800	APPRENTICE HYDRAULIC MECHANIC
T802	APPRENTICE RELAY ELECTRICIAN
T803	APPRENTICE METER ELECTRICIAN

Hawaii Electric Light

T38	APPRENTICE LINEMAN
T44	APPRENTICE ELECTRICIAN
T50	APPRENTICE ELECTRICIAN (COMMUNICATIONS)

Maui Electric

T32	APPRENTICE LINEMAN
T39	APPRENTICE ELECTRICAL MECHANIC
T44	APPRENTICE METER ELECTRICIAN
T50	APPRENTICE DIESEL MAINTENANCE MECHANIC
T53	APPRENTICE MAINTENANCE ELECTRICIAN
T62	APPRENTICE MAINTENANCE MECHANIC
T136	APPRENTICE TROUBLEMAN

Wage rates for apprentices listed above shall be in accordance with the following schedule, which is based on percentages of the respective Journeyman's rate:

<u>Hours</u>	<u>Percentage</u>
First 1000 hours	69%
1001 to 2000 hours	73%
2001 to 3000 hours	76%
3001 to 4000 hours	79%
4001 to 5000 hours	82%
5001 to 6000 hours	85%

Hawaiian Electric Wage rates for T242, Apprentice Lineman and T318, Apprentice Troubleman shall be in accordance with the following schedule, which is based on percentages of the Lineman Journeyman rate:

<u>Hours</u>	<u>Percentage</u>
1 to 480 hours	69%
481 to 2000 hours	73%
2001 to 3000 hours	76%
3001 to 4000 hours	79%
4001 to 4840 hours	82%
4841 to 6000 hours	85%

EXHIBIT B-1

ASSIGNMENT OF WAGES TO COVER UNION DUES AND INITIATION FEE

TO: (Check one) ☐ Hawaiian Electric Company, Inc.
☐ Hawaii Electric Light Company, Inc.
☐ Maui Electric Company, Limited

I hereby assign to I.B.E.W., Local 1260, and authorize you to take out of my wages the prescribed dollar amount per month and the amount to be deducted shall be the amount specified in the approved local union by-laws for initiation fee, dues, assessments, and pension and insurance premiums as certified to you in writing by the Union, and I direct you to pay over to the Union each month the amount so deducted.

This authorization shall become effective upon the date set forth below and cannot be cancelled for a period of one year from this date or until the termination of the existing collective bargaining agreement between the Company and the Union, whichever occurs sooner.

I agree and direct that this authorization shall be irrevocable for successive periods of one year each or for the period of each succeeding applicable collective bargaining agreement between the Company and the Union, whichever shall be shorter unless

- (1) I cancel this authorization by written notice to the Company within ten days after the expiration of any such one year period; or*
- (2) In case of the expiration of any applicable collective bargaining agreement between the Company and the Union during any such one year period, I cancel this authorization by written notice to the Company at any time during the period following the expiration of the applicable collective bargaining agreement and ten days after the effective date of any new agreement.*

This authorization shall be suspended during any period to which there is no collective bargaining agreement in effect between the Company and the Union.

This authorization shall end if my employment with the Company ends or when the collective bargaining agreement referred to above no longer covers my employment.

This authorization is made pursuant to the provisions of Section 302(c) of the Labor-Management Relations Act of 1947.

All previous Assignments of Wages executed by me are hereby cancelled and superseded by this authorization.

Dated _____

Employee Employee Number

Witness

The foregoing is hereby accepted:

Date _____

By _____
(check one) ☐ Hawaiian Electric Company, Inc.;
☐ Hawaii Electric Light Company, Inc.;
☐ Maui Electric Company, Limited,

EXHIBIT B-2

(Check one) ☐ Hawaiian Electric Company, Inc.
 ☐ Hawaii Electric Light Company, Inc.
 ☐ Maui Electric Company, Limited

ASSIGNMENT OF WAGES FOR UNION SERVICE FEE

I hereby assign to I.B.E.W., Local 1260, out of my wages for the Union's Negotiations and Administration of the collective bargaining agreement on my behalf, a service fee in the same amount equal to monthly Union dues, as certified to you in writing by the Union, and I authorize the payment to the Union each month the amount so deducted.

This authorization shall become effective on the date set forth below.

This authorization shall be suspended during any period in which there is no collective bargaining agreement in effect between the Company and the Union. This authorization shall end if my employment with the Company ends, or when I cease to be employed in a capacity represented by the bargaining unit.

Date

Employee's Name

Employee Number

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HELCO-1219
DOCKET NO. 2015-0170
PAGES 1-1 OF 1

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Overview

The 2014 Global Workforce Study provides a detailed view into the attitudes and concerns of workers around the globe. This year's study includes over 32,000 participants and is part of a larger research initiative designed to capture both employee and employer perspectives on the emerging trends and issues shaping the global workplace. This approach enables us to integrate insights from our 2014 employer research into the discussion of findings from our employee study, resulting in a richer, more nuanced picture of today's complex workplace challenges.

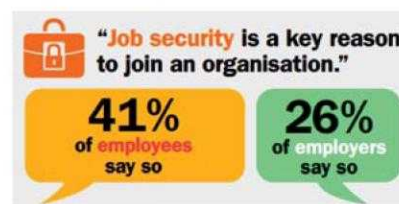
Labour activity has picked up since the last Global Workforce Study in 2012. With nearly half (48%) of employers in the 2014 Global Talent Management and Rewards Study reporting an increase in hiring compared to last year and more than one-third (35%) indicating that turnover rose during the same period, it is critical to develop a clear perspective on what it takes to attract, retain and engage workers.

There's no escaping the fundamentals

Employee responses reflect a more fluid labour market as well, with just over a quarter (26%) saying they are likely to leave their employer within the next two years. Our findings highlight the attraction and retention challenges facing employers. Fewer than half of employees think their organisation does a good job of hiring (46%) and retaining (42%) highly qualified employees.

What does it take to get and keep talent in 2014? The fundamentals – base pay, job security and career advancement opportunities – matter most to employees globally when deciding to join or leave an organisation (**Figure 01**). Employers generally understand these priorities. The attraction drivers

cited by employees and employers are largely the same, although job security ranks higher among employees' key reasons to join a company, and an organisation's mission/vision/values does not appear on the employee list.



The last driver highlights a distinct difference between employer and employee views. Employees cite paid vacation time as a key attraction driver, reflecting the importance they place on work/life balance and the need to unplug from today's 24/7, always-on workplace. Paid vacation time is noticeably absent from the employers' view of key attraction drivers.

Figure 01. Top attraction drivers – employer versus employee view

	Employer view – Talent Management and Rewards Study	Employee view – Global Workforce Study
1	Career advancement opportunities	Base pay/salary
2	Base pay/salary	Job security
3	Challenging work	Career advancement opportunities
4	Organisation's reputation as good employer	Learning and development opportunities
5	Organisation's mission/vision/values	Challenging work
6	Learning and development opportunities	Organisation's reputation as good employer
7	Job security	Vacation/paid time off

In assessing key retention drivers, workers and employers alike agree on the importance of base pay and opportunities to advance (Figure 02). However, a disconnect between employee and employer views on retention emerges in a number of other areas. Three key drivers cited by employees don't even appear on the employers' list of factors influencing retention.

- **Trust/confidence in senior leadership.** For employees to remain with an organisation, they must have confidence in the ability of their top leaders to motivate and guide them in today's dynamic business environment. Yet organisations underestimate the role of senior leaders in helping to retain employees. From their perspective, a worker's relationship with their supervisor is more critical to retention.
- **Job security.** This issue remains top of mind for employees and plays a critical role not only in attracting employees but also in retaining them.
- **Length of commute.** As employees strive to improve their work/life balance, the length of their commute becomes a key consideration in deciding whether to remain with their current employer.

By underestimating the value employees place on these three issues, organisations risk losing key talent.

Contrary to popular assumption, our survey also reveals that demographics do not have a strong impact on drivers of attraction and retention. Five of the seven top drivers of attraction are the same for all age groups, six out of seven for retention (see sidebar).

Figure 02. Top retention drivers – employer versus employee view

	Employer view — Talent Management and Rewards Study	Employee view — Global Workforce Study
1	Base pay/salary	Base pay/salary
2	Career advancement opportunities	Career advancement opportunities
3	Relationship with supervisor/manager	Trust/confidence in senior leadership
4	Manage/limit work-related stress	Job security
5	Learning and development opportunities	Length of commute
6	Short-term incentives	Relationship with supervisor/manager
7	Challenging work	Manage/limit work-related stress

Demographic myths busted

Regardless of employee age, base pay is the most frequently cited reason to join or leave an organisation. Job security is the second-most frequently selected driver of attraction across all key age groups, including those under 30, and it is a key retention driver among all employees over 40. Career advancement opportunities ranks among the top five drivers of employee attraction across all age groups and among the top three drivers of retention regardless of age. In deciding whether to remain with their current employer, employees in all age groups place a premium on having trust and confidence in senior leadership.

Top attraction and retention drivers by age

	< 30	30 – 39	40 – 49	50+
1	Base pay/salary	Base pay/salary	Base pay/salary	Base pay/salary
2	Job security	Job security	Job security	Job security
3	Career advancement opportunities	Career advancement opportunities	Career advancement opportunities	Trust/confidence in senior leadership
4	Career advancement opportunities	Career advancement opportunities	Career advancement opportunities	Challenging work
5	Length of commute	Trust/confidence in senior leadership	Trust/confidence in senior leadership	Career advancement opportunities
6	Learning and development opportunities	Learning and development opportunities	Organisation's reputation as good employer	Organisation's reputation as good employer
7	Manage/limit work-related stress	Relationship with supervisor/manager	Job security	Job security
8	Organisation's reputation as good employer	Challenging work	Challenging work	Career advancement opportunities
9	Trust/confidence in senior leadership	Length of commute	Relationship with supervisor/manager	Relationship with supervisor/manager

Attraction driver

Retention driver

Engagement in jeopardy – leaders wanted

Towers Watson research has shown that there are three measurable elements essential to sustainable engagement:

- **Traditional engagement** – employees' willingness to expend discretionary effort on their job
- **Enablement** – having the tools, resources and support (typically through direct-line supervisors) to do their job effectively
- **Energy** – having a work environment that actively supports physical, emotional and interpersonal well-being

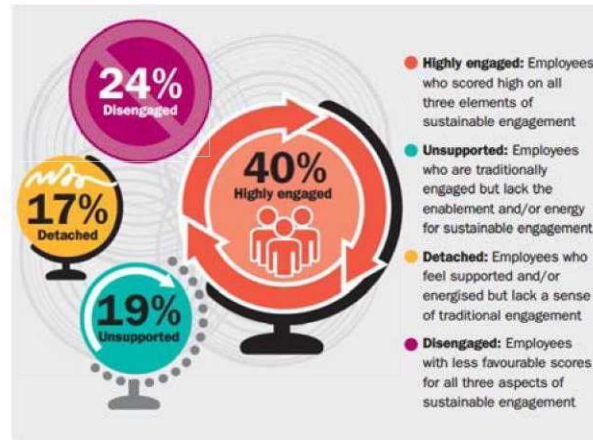
Based on employee responses to questions pertaining to each element, we have identified four distinct engagement segments globally (**Figure 03**).

Four in 10 employees are highly engaged, so there is room for improvement. Our findings show that close to a quarter (24%) are disengaged, and another 36% can be described as either unsupported or detached. A full 60% of employees lack the elements required to be highly engaged.

Given the low levels of highly engaged workers, it is essential for companies to understand the factors that drive sustainable engagement. First among these is leadership, long recognised as essential to traditional engagement. In today's global workplace, leadership is a driver of not only sustainable engagement overall, as revealed in our 2012 research, but also all the components of sustainable engagement (**Figure 04**).

Effective leaders and managers influence sustainable engagement. In organisations where employees perceive their managers (but not their leaders) to be effective, 23% of workers are highly engaged. And in organisations where leaders (but not managers) are perceived as effective, 35% of employees are highly engaged.

Figure 03. Global engagement segments



“In today's global workplace, leadership is a driver of not only sustainable engagement overall, as revealed in our 2012 research, but also all the components of sustainable engagement.”

When neither managers nor leaders are perceived as effective, only 8% of employees are highly engaged. Not unexpectedly, in companies where both leaders and managers are perceived by employees as effective, 72% of employees are highly engaged. Companies with effective leaders as well as managers can expect to have more highly engaged employees.

Figure 04. Global top drivers of sustainable engagement





				
	Sustainable engagement	Engagement	Energy	Enablement
1	Leadership	Leadership	Leadership	Leadership
2	Goals and objectives	Image	Goals and objectives	Workload and work/life balance
3	Workload and work/life balance	Goals and objectives	Workload and work/life balance	Empowerment
4	Image	Workload and work/life balance	Supervision	Goals and objectives
5	Empowerment	Communications	Image	Supervision

Figure 05. Towers Watson leadership effectiveness model



What do effective leaders do differently?

Only 48% of employees report that their top management is doing a good job of providing effective leadership. The Towers Watson leadership effectiveness model provides a framework that helps us clarify the performance components of effective leaders (Figure 05). First, effective leaders are committed to an organisation's strategic priorities and model its values and culture. They also perform across four key dimensions and associated competencies: *envisioning* the future, *inspiring* others to follow, *transforming* the organisation to achieve the vision, and *adapting* to changing internal and external conditions. These dimensions are helpful in analysing employee views on senior leadership and drivers of leadership effectiveness captured in our study.

From the employee perspective, the ability to inspire and motivate employees is the most important driver of leadership effectiveness (Figure 06). Yet only slightly more than half (55%) of employees say their leaders inspire them. Similarly, employees value a leader's ability to adapt, which may involve responding to new situations, different social and cultural contexts as well as growth opportunities. There is some room for improvement here, too. For example, only 51% of employees report that their senior leaders are very flexible in their approach to new situations.

Also key to effective leadership is envisioning, which includes clearly communicating future plans and demonstrating an understanding of key success factors. Slightly over 60% of employees indicate that their leaders perform effectively on these aspects of envisioning.

A leadership model incorporating these performance dimensions and helping leaders develop these competencies can improve the effectiveness of leaders and as a result, increase retention rates and levels of sustainable engagement.

Figure 06. Key drivers of leadership effectiveness





What does an effective manager look like?

Our findings reinforce the value of effective managers, revealing that supervision is a key driver of the energy and enablement required to reach the highest levels of sustainable engagement. Moreover, 30% of employees report a lack of supervisor support (that is, a lack of recognition and feedback, and managers not living up to their word) as a cause of work-related stress.

From the employee perspective, the principal driver of manager effectiveness is consistency between words and actions – the ability to walk the talk (Figure 07).

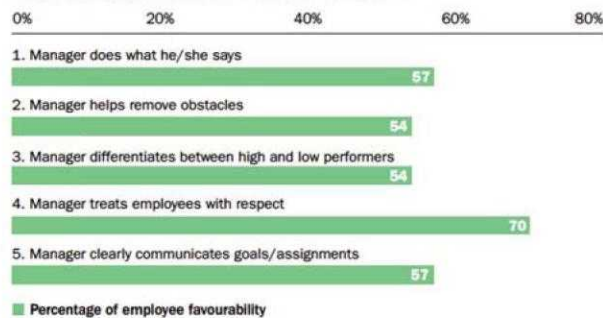
In addition, an effective manager removes obstacles to success, differentiates between high and low performers, and at the same time, treats all workers with respect and clearly communicates goals. While 70% of employees report that their immediate manager treats them with respect, there is some room for improvement in the other areas that drive manager effectiveness. Slightly more than half of employees say their immediate supervisor acts in a manner consistent with these key drivers.

Managers play a particularly important role when leadership from the top of the organisation is lacking. In fact, the aspects of manager behaviour driving overall effectiveness change when senior leaders are viewed as not effective.

Specifically, it becomes critical for a manager to encourage new ideas and new ways of working, suggesting that the supervisor becomes responsible for promoting innovation in the absence of effective senior leadership.

To improve manager performance and drive sustainable engagement, organisations can start by defining competencies for their managers based on the drivers of manager effectiveness revealed in our study.

Figure 07. Key drivers of manager effectiveness



“Managers play a particularly important role when leadership from the top of the organisation is lacking.”

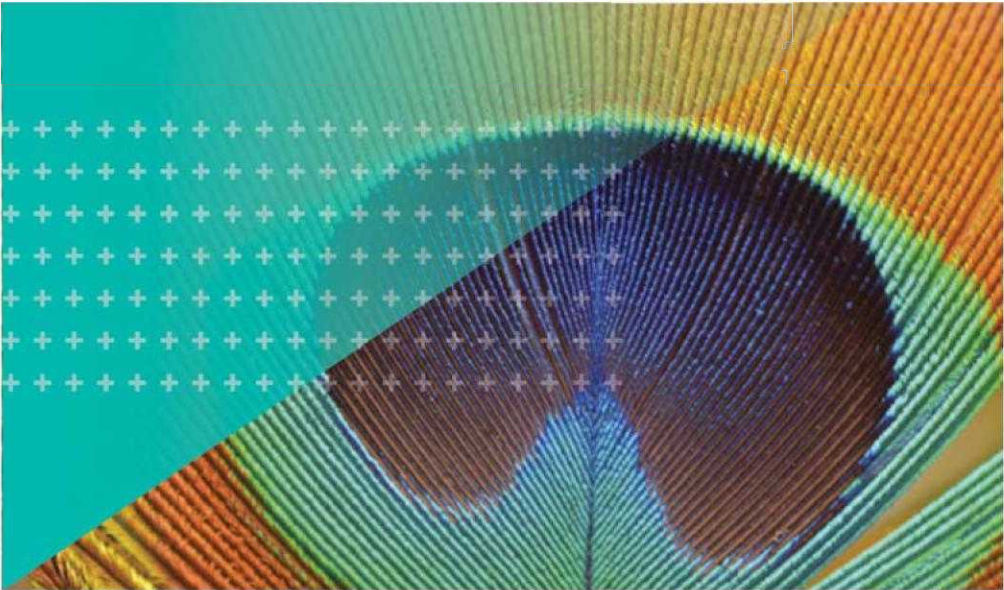
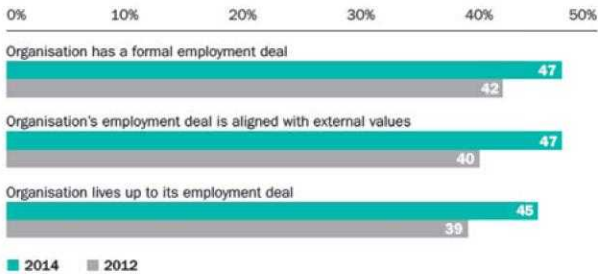
Expecting a consumer-like experience

After decades of emphasising employees' responsibility to know the customers' needs and meet them, many employees are starting to expect the same from their employer. Seventy percent of employees agree that their organisation should understand employees to the same degree that employees are expected to understand customers. However, fewer than half (43%) report having an employer that understands them in this way.

An organisation's employment deal is the foundation of the experience it offers to employees. The employment deal defines the give and the get between the organisation and its employees. Employee responses indicate that organisations have made modest progress in several areas related to the employment deal since our last survey (Figure 08), but there is still much room for improvement.

Employees who feel their organisation is effective in these areas are significantly more likely to be highly engaged than those who do not.

Figure 08. Progress in formalising and living up to the employment deal
Percentage of employee favourability



Key takeaways from the 2014 Global Workforce Study

- *Base salary, opportunities for career advancement and job security* are fundamental to attracting and retaining all employees. Therefore, it is essential to be competitive in these areas. Even though companies cannot guarantee job security, they can focus on creating a stable work environment through communication of business strategy, goals and results as well as effective leaders and managers, and clear expectations.
- Given that employees cite paid vacation time as a key attraction driver and length of commute as a key retention driver, employers should seek to provide their workforce with competitive *work/life balance programmes*.
- It is critical for employers to prioritise the *development of senior leaders* whom employees can trust to lead them to success in order to motivate workers to remain with their organisation. They can start by developing a leadership model that incorporates performance components aligned with their strategic priorities, values and culture.
- To improve *manager effectiveness*, companies should focus on the competencies that employees value in their managers: being consistent in words and actions, helping remove obstacles, and differentiating between high and low performers.
- Employers looking to increase engagement levels can start by offering employees a *consumer-like experience*.

Participating markets for the study

Australia
Belgium
Brazil
Canada
China
France
Germany
Hong Kong
India
Indonesia
Ireland
Italy
Japan
Korea
Malaysia
Mexico
Middle East
Netherlands
Philippines
Singapore
Spain
Switzerland
Taiwan
Turkey
UK
US

About the Study

The Towers Watson Global Workforce Study covers more than 32,000 employees selected from research panels that represent the populations of full-time employees working in large and midsize organisations across a range of industries in 26 markets around the world. It was fielded online during April and May 2014. The study is designed to help companies better understand their diverse employee segments and the factors that influence employee performance on the job by gauging changing attitudes that affect attraction, retention, engagement and productivity.

The Towers Watson Global Talent Management and Rewards Study was conducted from April to June 2014 in 31 markets around the world and includes responses from 1,637 organisations. The participants represent a wide range of industries and geographic regions.

For more information, please visit:
www.towerswatson.com/2014GWS-TMR

About Towers Watson

Towers Watson is a leading global professional services company that helps organisations improve performance through effective people, risk and financial management. With more than 14,000 associates around the world, we offer consulting, technology and solutions in the areas of benefits, talent management, rewards, and risk and capital management.

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NARUC	RA	ACT	LOC	IND	PROJ	EE	Description	TY 2016
926000	HDC	787	HEL	NE	NHDZZZZZ	201	Develop Employee Training	1,320
926000	HDC	787	HEL	NE	NHDZZZZZ	401	Develop Employee Training	376
926000	HDC	787	HEL	NE	NHDZZZZZ	404	Develop Employee Training	236
926000	HDC	788	HEL	NE	H0000014	404	Conduct Employee Training	712
926000	HDC	788	HEL	NE	H0000014	550	Conduct Employee Training	3,977
926000	HDC	789	HEL	NE	H0000014	404	Attend Training	28,288
926000	HDC	789	HEL	NE	H0000014	406	Attend Training	2,528
926000	HDC	789	HEL	NE	H0000014	422	Attend Training	29,129
926000	HDC	789	HEL	NE	H0000014	423	Attend Training	4,984
926000	HDC	789	HEL	NE	H0000014	522	Attend Training	2,770
926000	HDH	753	HEL	NE	NHDZZZZZ	404	Community Relations	177
926000	HDH	753	HEL	NE	NHDZZZZZ	406	Community Relations	16
926000	HDH	753	HEL	NE	NHDZZZZZ	422	Community Relations	179
926000	HDH	753	HEL	NE	NHDZZZZZ	423	Community Relations	33
926000	HDH	787	HEL	NE	NHDZZZZZ	404	Develop Employee Training	44
926000	HDH	787	HEL	NE	NHDZZZZZ	406	Develop Employee Training	4
926000	HDH	787	HEL	NE	NHDZZZZZ	422	Develop Employee Training	45
926000	HDH	787	HEL	NE	NHDZZZZZ	423	Develop Employee Training	8
926000	HDH	788	HEL	NE	NHDZZZZZ	404	Conduct Employee Training	89
926000	HDH	788	HEL	NE	NHDZZZZZ	406	Conduct Employee Training	8
926000	HDH	788	HEL	NE	NHDZZZZZ	422	Conduct Employee Training	90
926000	HDH	788	HEL	NE	NHDZZZZZ	423	Conduct Employee Training	17
926000	HDH	789	HEL	NE	H0000014	404	Attend Training	33,221
926000	HDH	789	HEL	NE	H0000014	406	Attend Training	2,913
926000	HDH	789	HEL	NE	H0000014	422	Attend Training	33,575
926000	HDH	789	HEL	NE	H0000014	423	Attend Training	6,275
926000	HDK	787	HEL	NE	NHDZZZZZ	404	Develop Employee Training	744
926000	HDK	787	HEL	NE	NHDZZZZZ	406	Develop Employee Training	40
926000	HDK	787	HEL	NE	NHDZZZZZ	422	Develop Employee Training	461
926000	HDK	787	HEL	NE	NHDZZZZZ	423	Develop Employee Training	86
926000	HDK	787	HEL	NE	NHDZZZZZ	501	Develop Employee Training	1,606
926000	HDK	788	HEL	NE	NHDZZZZZ	404	Conduct Employee Training	1,369

NARUC	RA	ACT	LOC	IND	PROJ	EE	Description	TY 2016
926000	HDK	788	HEL	NE	NHDZZZZZ	406	Conduct Employee Training	120
926000	HDK	788	HEL	NE	NHDZZZZZ	422	Conduct Employee Training	1,384
926000	HDK	788	HEL	NE	NHDZZZZZ	423	Conduct Employee Training	259
926000	HDK	789	HEL	NE	H0000014	404	Attend Training	13,477
926000	HDK	789	HEL	NE	H0000014	406	Attend Training	1,184
926000	HDK	789	HEL	NE	H0000014	422	Attend Training	13,642
926000	HDK	789	HEL	NE	H0000014	423	Attend Training	2,540
926000	HDR	789	HEL	NE	H0000014	404	Attend Training	767
926000	HDR	789	HEL	NE	H0000014	406	Attend Training	70
926000	HDR	789	HEL	NE	H0000014	422	Attend Training	804
926000	HDR	789	HEL	NE	H0000014	423	Attend Training	137
926000	HDW	788	HEL	NE	NHDZZZZZ	404	Conduct Employee Training	411
926000	HDW	788	HEL	NE	NHDZZZZZ	406	Conduct Employee Training	36
926000	HDW	788	HEL	NE	NHDZZZZZ	422	Conduct Employee Training	416
926000	HDW	788	HEL	NE	NHDZZZZZ	423	Conduct Employee Training	78
926000	HDW	789	HEL	NE	H0002776	404	Attend Training	2,088
926000	HDW	789	HEL	NE	H0000014	404	Attend Training	11,461
926000	HDW	789	HEL	NE	H0002776	406	Attend Training	183
926000	HDW	789	HEL	NE	H0000014	406	Attend Training	840
926000	HDW	789	HEL	NE	H0002776	422	Attend Training	2,110
926000	HDW	789	HEL	NE	H0000014	422	Attend Training	9,679
926000	HDW	789	HEL	NE	H0002776	423	Attend Training	394
926000	HDW	789	HEL	NE	H0000014	423	Attend Training	1,798
926000	HDW	789	HEL	NE	H0000014	501	Attend Training	10,664
926000	HNA	779	HEL	NE	NHNZZZZZ	406	Administer Retirement Programs	1,748
926000	HNA	779	HEL	NE	NHNZZZZZ	422	Administer Retirement Programs	20,145
926000	HNA	779	HEL	NE	NHNZZZZZ	423	Administer Retirement Programs	2,580
926000	HNA	789	HEL	NE	NHNZZZZZ	501	Attend Training	7,018
926000	HNP	780	HEL	NE	NHNZZZZZ	501	Long Term Care Insurance	23,000
926000	HNP	780	HEL	NE	NHNZZZZZ	501	Employee Benefits Consulting Fees	2,600
926000	HNP	780	HEL	NE	NHNZZZZZ	501	Employee Assistance Program	6,000
926000	HNP	780	HEL	NE	NHNZZZZZ	501	Voluntary Employee Assistance Program	2,500

[illegible]